



Minutes
Town of Lake Park, Florida
Regular Commission Meeting
Wednesday, February 18, 2015, 6:30 PM
Town Commission Chamber, 535 Park Avenue

The Town Commission met for the purpose of a Regular Commission meeting on Wednesday, February 18, 2015 at 6:30 p.m. Present were Mayor James DuBois, Vice-Mayor Kimberly Glas-Castro, Commissioners Erin Flaherty, and Kathleen Rapoza, Interim Town Manager Bambi Turner, Attorney Thomas Baird, and Town Clerk Vivian Mendez. Commissioner Michael O'Rourke arrived at 6:37 p.m.

Town Clerk Mendez performed the roll call and Mayor DuBois led the pledge of allegiance.

SPECIAL PRESENTATIONS/REPORTS

None

PUBLIC COMMENT:

Paul Martin, Jr., Palm Beach – explained that he represented Future Energy Solutions. Future Energy Solutions is an innovative global green technology company that designs and installs energy-efficient lighting solutions. The company specializes in targeting customers who are currently operating inefficient high intensity discharge (HID) and fluorescent lighting systems. He explained that Future Energy Solutions would change the existing lighting system, at no upfront cost to its customers, and would maintain the lighting system for up to 15 years. He explained that the customer would pay Future Energy Solutions a percentage of what they would save each month on their electric bill by using their system. He provided the Commission copies of the brochure. Vice-Mayor Glas-Castro asked if he was referring to security lighting versus street lighting. Mr. Martin, Jr. explained that he was referring to any high intensity lighting.

CONSENT AGENDA:

- 1. Regular Commission meeting minutes of February 4, 2015.**
- 2. Resolution No. 06-02-15 to Increase the Employee Pay Range in the Town of Lake Park Position Titles, Job Codes and Pay Plan.**

Commissioner O'Rourke requested that the Regular Commission meeting minutes of February 4, 2015 be pulled from the Consent Agenda.

Motion: Commissioner O'Rourke moved to approve item 2 on the consent agenda; Vice-Mayor Glas-Castro seconded the motion.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Flaherty	X		
Commissioner O'Rourke	X		
Commissioner Rapoza	X		

Vice-Mayor Glas-Castro	X		
Mayor DuBois	X		

Motion passed 5-0.

Commissioner O'Rourke: "The only comments I have are that with regards to this, there was a discussion, and I'm going back to the issue regarding the Earl Stewart, what I call the performance bond. Those words are the whole essence of my argument with regards to why that information should be included in the minutes; again was excluded from this minutes. Anyone reading the summary of minutes here has no idea that the Commission voted to extend a performance bond in escrow to them even through Earl Stewart did not live up to the agreements that they had made with regards to that bond. That's it. Thank you".

Mayor DuBois asked if any specific language should be included. Commissioner O'Rourke stated "yes", it should specifically state (and it does not in either set of minute summaries) that a \$30,000 performance bond was extend to Earl Stewart along with the extension of deadlines.

Motion: Commissioner O'Rourke moved to approve the minutes with an additional statement that includes that there was a \$30,000 performance bond that could have been surrendered that were left out of the minutes of the last meeting; Commissioner Flaherty seconded the motion.

Mayor DuBois stated that he understood Commissioner O'Rourke's clarification and asked if the Town Clerk understood what it was that would be amended. Town Clerk Mendez stated that she would include Commissioner O'Rourke's comments during this section of the meeting verbatim. Mayor DuBois stated that that was not what the motion called for. He stated that the motion here was to clarify the position that was described in the agenda packet. He stated that in the agenda packet it describes the treatment of the \$30,000 bond. Attorney Baird clarified that the minutes have to accurately reflect what was said at a meeting. He stated that if Commissioner O'Rourke commented, at the last meeting, about the \$30,000 performance bond, then the Town Clerk can insert those comments into the minutes, but she cannot insert comments that were not spoken at the meeting. Mayor DuBois stated that these are summary minutes and does not feel that the Town Clerk needs to insert verbatim language, only the information regarding the \$30,000 bond.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Flaherty	X		
Commissioner O'Rourke	X		
Commissioner Rapoza	X		
Vice-Mayor Glas-Castro	X		
Mayor DuBois	X		

Motion passed 5-0.

PUBLIC HEARINGS - ORDINANCES ON FIRST READING:

None.

PUBLIC HEARINGS - ORDINANCE ON SECOND READING:

None.

NEW BUSINESS:

3. Selection of the Finalist for the Position of Town Manager.

Interim Town Manager Turner explained the item (see attached Exhibit “A”). Kurt Bressner, Senior Advisor for the International City Managers Association (ICMA) and the Florida City and County Management Association (FCCMA) introduced himself and explained his background. He explained what the process would be for the Commission this evening. He stated that the Commission would be choosing four (4) to five (5) finalist and possibly two (2) alternates. The Commission would discuss the timeline and process for the interviews. He explained that the Commission should first establish a salary range, so that when staff begins to communicate with the finalist, they can provide this piece of information to the finalist. He gave an example of what a Town Manager in a similar size Town earns (see Exhibit “B”) and explained the importance of establishing the salary range. The Commission discussed different options to include in the Town Manager contract as it relates to health insurance coverage, pension plan, life insurance, vehicle stipend, cell phone, etc.

Commissioner O’Rourke stated that he would like to take this discussion in a different direction and wanted to discuss what was expected of the Town Manager. He stated that residency requirement was extremely important to him. He would like to have the Town Manager be around for a while and the Commission was ready to work with a Town Manager for a committed amount of time. He stated that a possible housing allowance would assist a candidate in making the decision to work for the Town, if the person would be willing to relocate. Interim Town Manager Turner explained that the Town Code does not have a Town Manager residency requirement and explained that it could be a negotiating tool in the contract. Vice-Mayor Glas-Castro stated that she does not want a Town Manager that wants to retire in Florida with a 9-5 job. She would like to hire someone that would live in the Town, was engaged in the community, attends all functions, and reaches out to our outside organizations. Commissioner Flaherty asked if there was a boilerplate contract that the Commission could review. Interim Town Manager Turner stated that she could provide a boilerplate contract to the Commission as a future agenda item.

The Commission discussed the salary range. The Commission came to consensus to set the salary range at \$117,000 a year. The Commission discussed the Town Manager finalist.

Motion: Commissioner O’Rourke moved to select James D. Drumm; Gregory L. Dunham; John O. D’Agostino; Robert Kellogg; and Lyndon L. Bonner as the Town Manager finalist; Commissioner Rapoza seconded the motion.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Flaherty	X		

Commissioner O'Rourke	X		
Commissioner Rapoza	X		
Vice-Mayor Glas-Castro	X		
Mayor DuBois	X		

Motion passed 5-0.

Interim Town Manager Turner explained that all the background and reference checks would be completed by the March 18, 2015 Regular Commission meeting. She explained how the previous formal interview process was conducted. She explained that the interviews began early on a Saturday morning, the candidates were then on their own for lunch, and the public interviews were conducted that afternoon. She stated that after the public interviews the candidates were invited to a meet-and-greet with the public in the Mirror Ballroom. She explained that a formal offer was made to a candidate at the following Regular Commission meeting, which was a few days later. The Commission discussed dates to conduct the formal interviews of the finalist.

Motion: Commissioner O'Rourke moved to conduct a Special Call Commission Meeting on Saturday, March 21, 2015 at 6:30 p.m.; Commissioner Flaherty seconded the motion.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Flaherty	X		
Commissioner O'Rourke	X		
Commissioner Rapoza	X		
Vice-Mayor Glas-Castro	X		
Mayor DuBois	X		

Motion passed 5-0.

Mr. Bressner explained that the individual interviews would be taking place earlier in the day, and therefore a public notice would be required for the interviews. Attorney Baird suggested that the time of the meeting be set to earlier in the day and then the Commission could recess the meeting after the interviews are conducted and then take action later in the day rather than setting a specific time for the meeting. Commissioner O'Rourke stated that it was important that the public be made aware of the specific time that the meeting would be taking place should members of the public want to participate. Mayor DuBois wanted to establish what time the interviews would begin on March 21, 2015. Interim Town Manager Turner explained that she would set an interview schedule for the Commission that would include the public interviews. Vice-Mayor Glas-Castro asked if during the public interviews were members of the public allowed to ask questions of the candidates. Interim Town Manager Turner explained that questions would be submitted by the public, using the pink comment cards, to the Mayor and the Mayor would then ask the candidate the question during the meeting.

Motion: Commissioner O'Rourke moved to conduct a Special Call Commission Meeting on Saturday, March 21, 2015 at 3:00 p.m.; Commissioner Flaherty seconded the motion.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Flaherty	X		
Commissioner O'Rourke	X		
Commissioner Rapoza	X		
Vice-Mayor Glas-Castro	X		
Mayor DuBois	X		

Motion passed 5-0.

4. Selecting a Date for the Volunteer Recognition Reception.

Town Clerk Mendez explained the item (see attached Exhibit "C"). Several members of the Commission were not available on the suggested dates in April. The Commission directed staff to check the Gallery's availability for dates in the month of May. Town Clerk Mendez asked the Commission if they were prepared to discuss a donation amount for the Gallery. Mayor DuBois asked what the rental fee was for the Mirror Ballroom. Staff will bring back the rental fee schedule for the Mirror Ballroom at the next Commission meeting.

5. Approval of the Addendum for the Additional Extension of the Security Services Agreement with U.S. Security Associates, Inc. for Security Services at the Lake Park Harbor Marina.

Interim Town Manager Turner explained the item (see Exhibit "D").

Motion: Commissioner O'Rourke moved to approve the addendum for the additional extension of the security services agreement with U.S. Security Associates, Inc. for security services at the Lake Park Harbor Marina; Commissioner Rapoza seconded the motion.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Flaherty	X		
Commissioner O'Rourke	X		
Commissioner Rapoza	X		
Vice-Mayor Glas-Castro	X		
Mayor DuBois	X		

Motion passed 5-0.

6. Approve Contract Time Extension for Lake Park Harbor Marina Seawall Remediation Project No. 103-2014.

Public Works Director Dave Hunt explained the item (see Exhibit "E").

Motion: Commissioner O'Rourke moved to approve the contract time extension for Lake Park Harbor Marina Seawall Remediation Project 103-2014; Commissioner Rapoza seconded the motion.

Vote on Motion:

Commission Member	Aye	Nay	Other
Commissioner Flaherty	X		
Commissioner O'Rourke	X		
Commissioner Rapoza	X		
Vice-Mayor Glas-Castro	X		
Mayor DuBois	X		

Motion passed 5-0.

TOWN ATTORNEY, TOWN MANAGER, COMMISSIONER COMMENTS:

Town Attorney Baird stated that on behalf of the Town of Gulf Stream, Gary Richard of Richard Gear filed a class action lawsuit against Martin O'Boyle and his affiliated companies. The bases of the lawsuit is a Civil Rico Action, which means that the individuals alleged in the complaint as defendants conspired together to commit fraud by depriving the municipalities of time and money in making numerous public records request. The Town of Gulf Stream, in a two-month period, experienced over 1,000 public records request. The Town of Lake Park is an eligible class member because of the public records request case the Town settled with Citizen Awareness Inc. He stated that assuming the class was certified; he recommends that the Town become part of that class action lawsuit. He explained that the Town might recover the damages as part of the class. He stated that Attorney Jerry Richard did an excellent job of putting together the complaint.

He asked the Commission if he could have one of his associates cover the next Commission meeting because he would be celebrating a significant birthday that evening with his family. The Commission gave consensus and wished him a Happy Birthday.

Mayor DuBois asked if the Commission needed to vote on becoming a part of the Class Action lawsuit. Attorney Baird stated that the class was not certified yet, but he would come back to the Commission and ask to have the necessary forms filed to participate.

Interim Town Manager Turner introduced David Urbinati as the Interim Marina Director and gave a brief overview of his background including that he is a Town resident. Mr. Urbinati stated that it was a pleasure to be a part of the team. The Commission welcomed Mr. Urbinati.

Interim Town Manager Turner stated that on February 6, 2015, the Town submitted a Water Project Funding Application for 2.5 million for drainage improvements on Lake Shore Drive; total project cost is 2.5 million. She stated that this submittal is through the Agricultural and Natural Resources Appropriation Subcommittee of the Florida Legislature. She stated that this project had been submitted for funding in November of 2014 through the FY 2016 Cooperative Funding Program with the South Florida Water Management District with a local match of \$500,000. She announced that the next Sunset Celebration would be held on Friday February 27, 2015 from 6:00 p.m. until 9:00 p.m. at Lake Shore Park. She stated that there would be five new vendors at the celebration, two of which are Lake Park businesses. The two Lake Park vendors are Cider Donuts, and Adopt a Cat Inc. She stated that February is "Love your Library" month. She

encouraged everyone to stop by the Library and let staff know what they love about the Library. She reminded everyone that the AARP Tax Help is available at the Library every Saturday through April 11, 2015 from 10:00 a.m. until 2:00 p.m. The Adults Writers Group would be meeting on Saturday's at 10:30 a.m. The Community Garden meeting would be meeting on Tuesday, February 24, 2015 at 6:00 p.m. The Purple Sage Book Club would be meeting on Wednesday, February 25, 2015 at 6:00 p.m. The Kids Monthly Movie Madness would be on Thursday, February 19, 2015 at 5:00 p.m. and the movie would be "Wreck-it Ralph". The Historical Society meeting would be on Monday, February 23, 2015 at 7:00 p.m. at the Evergreen House with guest speaker author Ruth Hartman Berge. She stated that summer camp would began on June 10, 2015. The Recreation Manager had provided the 2015 Summer Camp Sponsorships Program (see Exhibit "F") to each Commissioner. She announced that the March "Property of the Month" had been awarded to Deborah J. Williams at 114 Bayberry Drive.

Vice-Mayor Glas-Castro asked if staff knew who was on the Appropriations Committee regarding the Lake Shore Drive Drainage Improvement Application that was submitted. Interim Town Manager Turner stated that Representative Bobby Powell was on the committee. Mayor DuBois explained that the Governor had narrowed the criteria for which grants would be eligible. He explained that Sober Homes has made it through its first committee. Vice-Mayor Glas-Castro stated that Representative Bobby Powell was on the committee, along with two others that she was familiar with; Debbie Mayfield, and Christian Jacobs. She asked for a summary of what the Town applied for so the Commissioners can reference the summary when reaching out to the committee members. Interim Town Manager Turner stated that she would send them a summary.

Commissioner O'Rourke had no comments.

Commissioner Rapoza had no comments.

Commissioner Flaherty welcomed Mr. Urbinati and thanked Mr. Bressner for all his assistance.

Vice-Mayor Glas-Castro stated that over the past few weeks, she has heard concerns from residents, and received an email that was also sent to the entire Commission, regarding staff proposing to charge a user fees for the tennis court and did not remember it coming before the Commission. Interim Town Manager Turner stated that it was scheduled for a future agenda. Vice-Mayor Glas-Castro stated that from her perspective, "do not waste staff resources and staff time because she would not vote in favor of such a proposal". Commissioner O'Rourke stated that he was also aware of the agenda item coming up and his understanding was that it would be for some type of parking fee. He stated that he has received feedback that it would not be a good idea and he would be opposed to it. Mayor DuBois asked what was a user fee. Interim Town Manager Turner stated that her understanding was that it would not be a membership fee, but it would be a pass for the upper courts and it would include a certain amount of court time and a parking pass. Commissioner O'Rourke stated that it was premature to discuss this item.

Vice-Mayor Glas-Castro asked if the Noise Ordinance was scheduled for a future agenda. Interim Town Manager Turner stated “yes”, it was scheduled for the March 18, 2015 Regular Commission meeting.

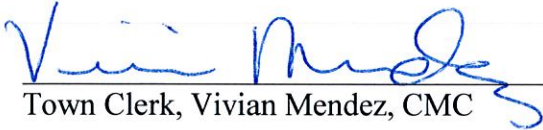
Mayor DuBois explained that he received an invitation from Florida Power and Light (FPL) for an event taking place at Lake Park Elementary on Monday, March 2, 2015 at 8:00 a.m. He stated that volunteers would be working around the Lake Park Elementary grounds, doing things like cleaning, and painting until about 1:00 p.m. He extended the invitation to the entire Commission.

ADJOURNMENT

There being no further business to come before the Commission and after a motion to adjourn by Commissioner Rapoza and seconded by Commissioner Flaherty, and by unanimous vote, the meeting adjourned at 8:36 p.m.



Mayor James DuBois



Town Clerk, Vivian Mendez, CMC



FLORIDA

Approved on this 4 of March, 2015



Town of Lake Park Town Commission

Agenda Request Form *Exhibit "A"*

Meeting Date: February 18, 2015

Agenda Item No. **3**

Agenda Title: Selection of the Finalists for the Position of Town Manager

- SPECIAL PRESENTATION/REPORTS
- BOARD APPOINTMENT
- PUBLIC HEARING ORDINANCE ON _____ READING
- NEW BUSINESS**
- OTHER: _____

- CONSENT AGENDA
- OLD BUSINESS

Approved by Town Manager *[Signature]* Date: 2/10/2015
Interim Town Manager

Name/Title

<p>Originating Department:</p> <p>Human Resources</p>	<p>Costs: \$ -0-</p> <p>Funding Source:</p> <p>Acct. #</p> <p><input type="checkbox"/> Finance _____</p>	<p>Attachments:</p> <p>Copies of Town Manager Application Material Received; PEPIE Salary Survey; and, ICMA Members' CAO Salary and Compensation Survey Results 2014</p>
<p>Advertised:</p> <p>Date: _____</p> <p>Paper: _____</p> <p><input checked="" type="checkbox"/> Not Required</p>	<p>All parties that have an interest in this agenda item must be notified of meeting date and time. The following box must be filled out to be on agenda.</p>	<p>Yes I have notified everyone:</p> <p>BMT</p> <p>OR</p> <p>Not applicable in this case:</p> <p>Please initial one.</p>

Summary Explanation/Background:

On February 10, 2015, a publicly noticed meeting via conference call was conducted among the following individuals for the purpose of identifying the semi-finalists for the position of Town Manager from among the applicants for this position:

- Kurt Bressner, former City Manager of Boynton Beach and Florida City/County Management Association (FCCMA) Senior Advisor;
- Mark Durbin, former City Manager of Kissimmee and FCCMA Senior Advisor

- Craig Hunter, former County Manager of Citrus County and former City Manager of Deerfield Beach; and
- Bambi McKibbon-Turner, Human Resources Director of the Town of Lake Park

Based upon the criteria identified by the Town Commission, the following eight applicants were selected as semi-finalists:

- Andrew M. Barton, of Mesquite, Nevada
- Lyndon L. Bonner, of Flagler Beach, Florida
- James D. Drumm, of Zephyrhills, Florida
- Gregory L. Dunham, of Kenly, North Carolina
- Robert Kellogg, of Palm City, Florida
- Mark A. Kutney, of Wellington, Florida
- Ronald R. Neibert, of Mt. Vernon, Illinois
- William R. Whitson, of Lynn Haven, Florida

Additionally, at the February 4, 2015 meeting the Commission identified the following semi-finalists for the Town Manager position:

- Manny Anon, Jr., of Miami, Florida
- Andrew M. Barton, of Mesquite, Nevada
- Lyndon L. Bonner, of Flagler Beach, Florida
- Halifax C. Clark II, of Peachtree City, Georgia
- Lawrence F. Coppola, of Port Orchard, Washington
- John O. D'Agostino, of Mansfield, Massachusetts
- James D. Drumm, of Zephyrhills, Florida
- Gregory L. Dunham, of Kenly, North Carolina
- Robert Kellogg, of Palm City, Florida
- Mark A. Kutney, of Wellington, Florida
- Joseph F. Pinnisi, of Sanford, Florida
- William R. Whitson, of Lynn Haven, Florida

The purpose of this meeting is the identification by the Town Commission of the finalists for the Town Manager position.

Additionally, Kurt Bressner will be present at this meeting to assist the Commission in developing its list of finalists, discuss compensation expected for the new Town Manager, and discuss ideas for the interview process. A potential date for the Town Manager applicant interviews will also be discussed.

Staff was also asked to provide a survey of the Town Managers' salaries from among comparable municipalities. Attached is an excerpt from the 2014 Public Employers Personnel Information Exchange (PEPIE) Salary Survey for the position of Agency Manager, which includes the position titles of City Manager and Town Manager.

Additionally, according to 2014 Survey of 137 Florida cities conducted by the Internal City/County Management Association (ICMA), there were 22 responses for cities 5,000-9,999 in population and 15 for cities 2,500-4,999 in population.

22 Cities 5,000 to 9,999 in Population:

Minimum \$74,900
Mean \$113,129
Median \$105,105
Maximum \$189,000

15 Cities 2,500 to 4,999 in Population:

Minimum \$65,000
Mean \$99,575
Median \$94,555
Maximum \$144,385

The Town of Lake Park's population is 8,360. A copy of the ICMA survey is also attached.

Copies of the application materials received from the above applicants are attached as back-up to this agenda item, and are organized as follows: (1) Semi-finalists in alphabetical order; and (2) non semi-finalists in alphabetical order.

Recommended Motion: I move to select the following applicants as finalists for the position of Town Manager: _____

2014 PEPIC SALARY SURVEY

Agency Manager

Employer	Your Title	FLSA Status	Match (L,S,H)	Exec. (Y/N)	Supv. Level	Minimum	Midpoint	Maximum	Total EE in Dept.	Total Budget	Average Actual Salary	Reports to	Comments	Population (2013)	
City of West Palm Beach	City Administrator	E	S	Yes	A	\$164,057	\$205,251	\$246,445	5	\$1,010,369.00	\$195,000	Mayor		102,436	
Palm Beach County Sheriff's Office	Sheriff	E	H	Yes	A	\$171,468	\$171,468	\$171,468	3628	\$609,243,437.00	\$171,468	Board of County Commissioners		53,456	
City of Margate	City Manager	E	S	Yes	A	\$139,062	\$167,094	\$195,105			\$179,696				
Clerk & Comptroller, Palm Beach County	Clerk and Comptroller	E	S	Yes	A	\$162,549	\$162,549	\$162,549	765	\$62,363,102.00	\$162,549	Mayor/Commission		60,072	
City of Delray Beach	City Manager	E	S	Yes	A	\$117,436	\$152,672	\$187,907		\$494,200.00	\$160,014				
Broward County Housing Authority	Chief Executive Officer	E	S	Yes	A	\$116,451	\$151,387	\$186,322	2		\$180,678	Board of Commissioners		38,632	
City of Hallandale Beach	City Manager	E	S	Yes	A	\$132,358	\$149,021	\$165,484	7	\$1,023,369	\$165,000	Board of Commissioners			
Martin County BCCC	County Administrator	E	H	Yes	A	\$15,000	\$200,000	\$200,000	7		\$140,000	Board		N/A	
City of Plantation	Mayor	E	S	Yes	A	\$15,000	\$82,500	\$150,000	11	\$1,081,452.00	\$117,221	City Council		90,268	
City of Boca Raton	City Manager	E	S	Yes	A					\$524,146,400	\$222,290	City Council		89,407	
City of Boynton Beach	City Manager	E	S	Yes	A	Contract	Contract	Contract	7	\$3,702,995.00	\$169,950	City Commission		71,057	
City of Coconut Creek	City Manager	E	S	Yes	A				7	\$1,818,300.00	\$200,283	Mayor		56,792	
City of Coral Springs	City Manager	E	S	Yes	A	N/A			8	\$56,536,037.00	\$213,282	City Commission		121,604	
City of Dania Beach	City Manager	E	S	Yes	A	Contract	Contract	Contract	3	\$780,519.25	\$158,175	Commission	Contract - no range	30,731	
City of Deerfield Beach	City Manager	E	S	Yes	A				4	\$904,397.00	\$180,250	Commission		78,041	
City of Greenacres	City Manager	E	S	Yes	A				4	\$1,083,044.00	\$169,539	Mayor/Council		38,696	
City of Lauderdale Lakes	City Manager	E	H	Yes	A				2	\$300,810.00	\$156,905	City Commission		34,062	
City of Oakland Park	City Manager	E	H	Yes	A	\$0	\$714,348.00	\$0	4	\$714,348.00	\$201,801	City Council	Contractual - Unclassified	43,286	
Palm Beach Gardens	City Manager	E	S	Yes	A					\$892,252.00		City Council		50,699	
City of Parkland	City Manager	E	S	Yes	A						\$180,899	City Commission		26,518	
City of Pembroke Pines	City Manager	E	S	Yes	A				5	\$559,764.00	\$274,996	Comm.		106,329	
CITY OF POMPANO BEACH	CITY MANAGER	E	S	Yes	A	N/A			4	\$781,474	\$180,250	Commissioners		104,410	
CITY OF RIVERA BEACH	CITY MANAGER	E	S	Yes	A	N/A			12	\$898,434	\$160,500	CITY COUNCIL		33,263	
City of Stuart	City Manager	E	S	Yes	A				5	\$403,625.00	\$155,000	City Commission		16,078	
CITY OF TAYLOR	City Manager	E	S	Yes	A						\$214,832	City Commission		63,155	
Health Care District of Palm Beach County	Chief Executive Officer	E	S	Yes	A	At Board Discretion	At Board Discretion	At Board Discretion			\$247,208	Board		N/A	
Palm Beach County School District	Superintendent	E	H	Yes	A				4		\$236,395	School Board	Contract - no range	N/A	
SOUTH FLORIDA WATER MANAGEMENT DISTRICT	EXECUTIVE DIRECTOR	E	S	Yes	A	Contract				\$622,2MM	\$165,006	GOVERNING BOARD		N/A	
Town of Davie	Town Administrator	E	S	Yes	A	CONTRACT			8	\$1,980,062	\$190,000	Town Council/Mayor		96,830	
Town of Jupiter	Town Manager	E	S	Yes	A						\$180,000	Town Council	Contract	58,298	
Town of Lantana	Town Manager	E	S	Yes	A				3	\$360,471.00	\$117,000	Town Council	Contractual	10,867	
Town of Palm Beach	Town Manager	E	S	Yes	A	Contract			1.2	\$802,669.00	\$220,000	Town Council		8,649	
The Village of Royal Palm Beach	Village Manager	E	S	Yes	A	Contract			1.5	\$717,671.00	\$178,911	Mayor/Council		96,306	
Village of Tequesta	Village Manager	E	S	Yes	A				2		\$163,147	Village Council	contract supervisors ranges	5,803	
Village of Wellington	Village Manager	E	S	Yes	A						\$216,299	Council		60,202	
Actual Salary Results															
						Minimum	Midpoint	Maximum			3rd Quartile:	\$201,801			
						Average:	\$127,323	\$155,241	\$185,031			1st Quartile:	\$162,549		
						3rd Quartile:	\$162,926	\$168,180	\$195,105						
						1st Quartile:	\$124,697	\$152,029	\$168,476						
						Median:	\$135,610	\$167,610	\$186,322						
											Simple Average:	\$183,160			



ICMA Members' CAO Salary and Compensation Survey Results 2014

Highlights

- The overall median base salary for chief appointed officials (CAOs) in city-type government is \$122,925; for county CAOs, it's \$135,110.
- 81% percent of ICMA member CAOs reported that their base salaries are publicly available on the local government website.
- In a majority of cases overall, benefit packages for CAOs are calculated in the same manner as for other employees of the local government.

ICMA's annual CAO Salary and Compensation Survey is now a member benefit. For the last several years the survey has been sent to local government managers and chief administrative officers regardless of whether they are ICMA members. The 2014 survey, which was conducted in June-August, was an electronic survey sent only to ICMA members who are chief administrative officers or managers in U.S. local governments. ICMA is pleased to be able to offer our members this exclusive salary and benefit information.

Identifying a "typical" salary and benefits for a city or county manager or chief appointed official (CAO) is difficult because of the many variables that have an impact on the compensation package. "ICMA Guidelines for Compensation" state that the compensation of local government managers should be "fair, reasonable, transparent, and based on comparable public salaries nationally and regionally."ⁱ But what is fair and reasonable? If the CAO is a city, county, or town manager, he or she serves as the chief executive officer (CEO) of a major enterprise, with more lines of business than most comparably sized private companies. If the CAO works for a mayor or county executive, he or she serves as chief operating officer, again with substantial executive responsibilities for a highly complex organization. Additionally, the actual range of services for which the CAO is responsible varies widely.

While ICMA recommends that compensation benchmarks be established in accordance with comparable local government and/or public sector agencies, there is no consensus on what external positions are appropriate for benchmarking CAO pay. ICMA guidelines are broad, stating that "compensation should be based on the position

requirements, the complexity of the job reflected in the composition of the organization and community, the leadership needed, labor market conditions, cost of living in the community, and the organization's ability to pay."ⁱⁱ

There is no average CAO any more than there is an average city, county, or town. Responses show that pay practices vary widely according to the size, location, and philosophy of each local government. The survey was designed to collect information on compensation for CAOs that would reflect the norms around the country and to examine practices in relation to the principles contained within the "ICMA Guidelines for Compensation."

Survey Methodology

The 2014 *ICMA CAO Salary and Compensation Survey* was sent to all ICMA members who hold the position of CAO in U.S. local governments. This included 49 CAOs in Special Districts and Directors of Councils of Governments. The survey response rate was 33%, with 1,122 surveys submitted from among 3,393 mailed (Table 1).

Table 1 shows the overall totals, including CAOs in special districts and councils of government, but when the responses are arrayed by population, form of government, and metropolitan status, the special districts and councils of government are not included. Of the 49 CAOs in Special Districts and Directors of Councils of Governments who were sent surveys, nine responded.

Table 1 Survey Response

	Local governments surveyed with ICMA member CAOs (A)	No. CAOs in each local government responding	
		No.	% of (A)
Total	3,393	1,122	33.1%
Population group			
Over 1,000,000	13	3	23.1%
500,000-1,000,000	23	12	52.2%
250,000-499,999	62	17	27.4%
100,000-249,999	190	78	41.1%
50,000-99,999	347	127	36.6%
25,000-49,999	519	196	37.8%
10,000-24,999	890	289	32.5%
5,000-9,999	621	196	31.6%
2,500-4,999	411	115	28.0%
Under 2,500	268	80	29.9%
Geographic division			
New England	276	81	29.3%
Mid-Atlantic	225	71	31.6%
East North-Central	612	196	32.0%
West North-Central	479	160	33.4%
South Atlantic	726	241	33.2%
East South-Central	72	31	43.1%
West South-Central	250	93	37.2%
Mountain	265	95	35.8%
Pacific Coast	439	145	33.0%
Metro status			
Metropolitan Statistical Area	2,164	706	32.6%
Micropolitan Statistical Area	451	166	36.8%
NECTA	191	65	34.0%
Undesignated	536	176	32.8%
Form of government			
Unavailable	16	3	18.8%
Mayor-council	688	206	29.9%
Council-manager	2,166	723	33.4%
Commission	27	8	29.6%
Town meeting	106	32	30.2%
Representative town meeting	21	7	33.3%
County commission	27	13	48.1%
Council-administrator (manager)	246	102	41.5%
Council-elected executive	47	19	40.4%

The Core Principles of the ICMA Code of Ethics

Compensation and personnel matters should be guided by the core principles of the ICMA Code of Ethics. ICMA affirms that the standard practice for establishing the compensation of local government managers be fair, reasonable, transparent, and based on comparable public salaries nationally and regionally. ICMA members should act with integrity in all personal and professional matters in order to merit the trust of elected officials, the public and employees. Local government managers have an ethical responsibility to be clear about what is being requested and to avoid excessive compensation.

Elected officials perform a critical governance role providing oversight of the management of the organization. To that end, they must be engaged in establishing the process for determining the compensation for all executives appointed by the governing body.

Compensation should be based on the position requirements, the complexity of the job reflected in the composition of the organization and community, the leadership needed, labor market conditions, cost of living in the community, and the organization's ability to pay.

Source: "ICMA Guidelines for Compensation" (2010), 1, icma.org/Documents/Document/Document/302085.

Base Salary

It is not possible to determine from the survey what the base salary benchmark should be for the CAO in any specific jurisdiction. In brief, the "ICMA Guidelines" recommend that the following factors be considered in establishing CAO pay:

- Scope of services provided
- Requirements of the job
- Experience needed to successfully perform
- Market pay for comparable public sector executives
- Local government's financial position
- The individual CAO's credentials, experience, and expertise.

To ensure that respondents reported the same information, survey instructions defined *base salary* as follows:

This amount is not necessarily your taxable income. It is your salary before any pre-tax contributions are deducted to arrive at taxable income. For example, if your salary is \$250,000 and you put \$17,000 in pre-tax dollars into a retirement account, your base salary is \$250,000.

Base salary is generally related to population size of the local government; however, even within each population category and within the same geographic regions, the specifics are unique. Arguably, in smaller local governments the

CAOs may have a breadth of hands-on responsibility uncommon in large communities, and managers in large communities typically bring to their positions extensive experience acquired in smaller communities. A small community may have a strong financial capacity while a large city may have a weak financial position, or vice versa. This reality is reflected in the wide variation in base pay.

Survey results show that the overall median salaries for city and county ICMA member CAOs are \$122,925 and \$135,110, respectively. The median amounts for 2014 by population group are shown in Table 2.

Table 2 Median Salary for CAOs

	City CAO Median salary	County CAO Median salary
Total	\$122,925	\$135,110
Over 1 million	\$357,500	\$305,000
500,000-1,000,000	\$239,000	\$183,016
250,000-499,999	\$228,000	\$177,000
100,000-249,999	\$206,000	\$156,275
50,000-99,999	\$176,206	\$133,149
25,000-49,999	\$142,800	\$114,000
10,000-24,999	\$125,000	\$107,500
5,000-9,999	\$101,644	\$94,295
2,500-4,999	\$87,244	-
Under 2,500	\$72,000	-

Appendix Tables A and B show the mean, median, minimum, and maximum salaries for cities and counties, respectively, within each state by population group.

Base Salary Documentation

Documentation of base salary is important for providing transparency to taxpayers and shielding CAOs from accusations of trying to hide their compensation. Asked whether their base salaries are documented in contracts or letters of agreement with the appointing authority, 81% of respondents overall responded in the affirmative (not shown).

The most notable variation occurs when the data are arrayed by form of government, with 83% of respondents serving in council-manager governments and 71% of those in mayor-council governments reporting base salary documentation. In the former case, the full council is normally responsible for setting compensation, while in the latter case, compensation may be negotiated between only the mayor and the CAO.

Base Salary Publicly Accessible on the Local Government Website

While salaries are a matter of public record, they are not always easy for the public to access. For maximum transparency, 47% of respondents reported that their base salaries are publicly available on the local government website (Table 3).

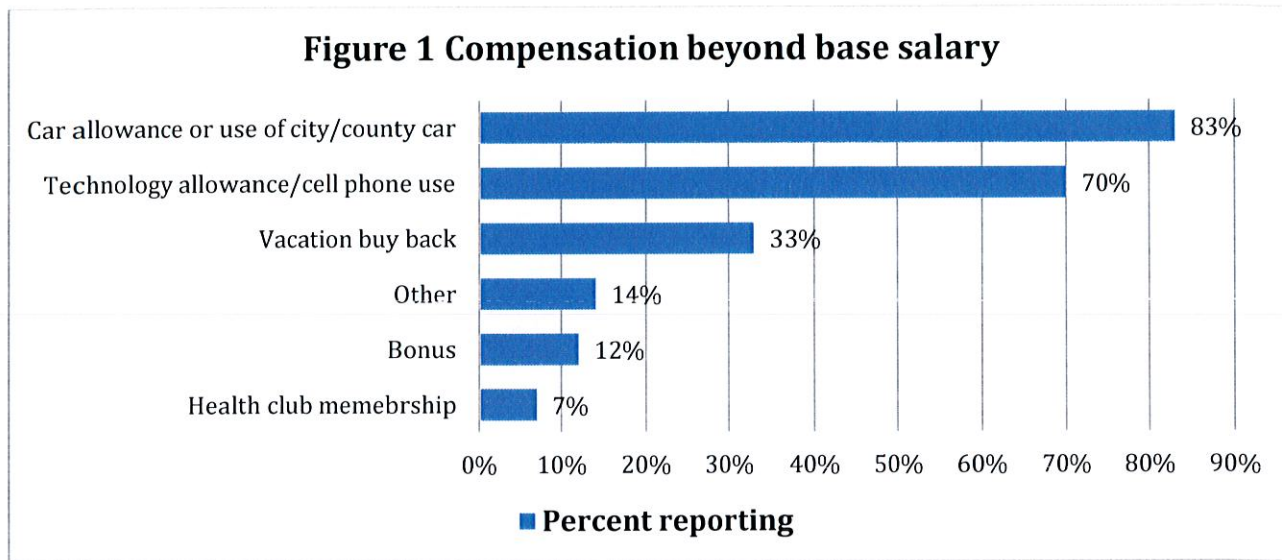
Table 3 Base Salary Publicly Accessible on Local Government Website

Classification	No. reporting	Yes		No	
		No.	% of (A)	No.	% of (A)
Total	1,094	513	46.9%	581	53.1%
Population group					
Over 1,000,000	3	3	100.0%	-	0.0%
500,000-1,000,000	11	7	63.6%	4	36.4%
250,000-499,999	17	10	58.8%	7	41.2%
100,000-249,999	76	45	59.2%	31	40.8%
50,000-99,999	121	66	54.5%	55	45.5%
25,000-49,999	190	94	49.5%	96	50.5%
10,000-24,999	285	134	47.0%	151	53.0%
5,000-9,999	194	92	47.4%	102	52.6%
2,500-4,999	113	35	31.0%	78	69.0%
Under 2,500	75	23	30.7%	52	69.3%
Geographic division					
New England	80	49	61.3%	31	38.8%
Mid-Atlantic	69	41	59.4%	28	40.6%
East North-Central	195	112	57.4%	83	42.6%
West North-Central	156	57	36.5%	99	63.5%
South Atlantic	231	72	31.2%	159	68.8%
East South-Central	30	6	20.0%	24	80.0%
West South-Central	91	23	25.3%	68	74.7%
Mountain	94	43	45.7%	51	54.3%
Pacific Coast	139	106	76.3%	33	23.7%
Form of government					
Unavailable	3	1	33.3%	2	66.7%
Mayor-council	200	76	38.0%	124	62.0%
Council-manager	704	353	50.1%	351	49.9%
Commission	8	3	37.5%	5	62.5%
Town meeting	32	19	59.4%	13	40.6%
Representative town meeting	7	3	42.9%	4	57.1%
County commission	13	5	38.5%	8	61.5%
Council-administrator(manager)	99	41	41.4%	58	58.6%
Council-elected executive	19	8	42.1%	11	57.9%

Compensation beyond Base Salary

Beyond base pay, the only additional compensation that is common practice is car allowance (83% reporting) (Figure 1). A few respondents wrote in other types of compensation, such as civic club membership, educational allowances, country

club membership, longevity pay, ICMA membership, conference expenses. The average amount of cash compensation received in 2014 above base salary was \$6,669 (not shown).



Salary and Performance Review

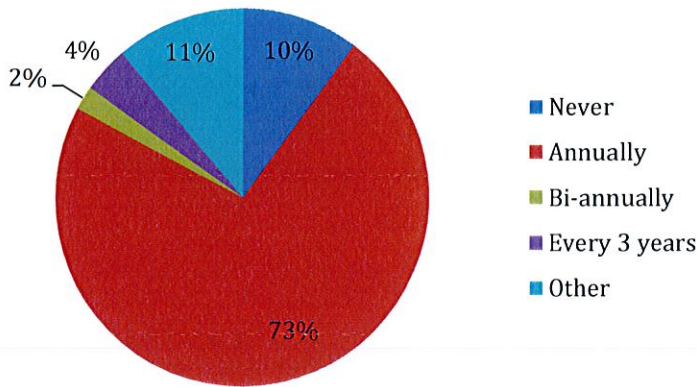
Annual performance evaluations of the manager/CAO can benefit both the manager and the governing body, identifying successes and missed opportunities as well as future goals and objectives. The review process offers an occasion for discussion among all parties and can help the governing body avoid some of the pitfalls of unclear direction. A majority of all respondents reported an annual performance evaluation (84%), regardless of whether compensation is considered during that process (Table 4).

Table 4 Annual Performance Evaluation

Classification	No. reporting	Yes		No	
		No.	% of (A)	No.	% of (A)
Total	1,089	919	84.4%	170	15.6%
Population group					
Over 1,000,000	3	3	100.0%	-	0.0%
500,000-1,000,000	11	11	100.0%	-	0.0%
250,000-499,999	17	12	70.6%	5	29.4%
100,000-249,999	76	58	76.3%	18	23.7%
50,000-99,999	121	106	87.6%	15	12.4%
25,000-49,999	187	164	87.7%	23	12.3%
10,000-24,999	283	245	86.6%	38	13.4%
5,000-9,999	194	160	82.5%	34	17.5%
2,500-4,999	112	87	77.7%	25	22.3%
Under 2,500	76	65	85.5%	11	14.5%
Geographic division					
New England	79	67	84.8%	12	15.2%
Mid-Atlantic	69	41	59.4%	28	40.6%
East North-Central	192	158	82.3%	34	17.7%
West North-Central	155	135	87.1%	20	12.9%
South Atlantic	232	194	83.6%	38	16.4%
East South-Central	30	20	66.7%	10	33.3%
West South-Central	90	78	86.7%	12	13.3%
Mountain	95	88	92.6%	7	7.4%
Pacific Coast	138	130	94.2%	8	5.8%
Form of government					
Unavailable	3	2	66.7%	1	33.3%
Mayor-council	201	154	76.6%	47	23.4%
Council-manager	698	612	87.7%	86	12.3%
Commission	8	6	75.0%	2	25.0%
Town meeting	32	27	84.4%	5	15.6%
Representative town meeting	7	6	85.7%	1	14.3%
County commission	13	9	69.2%	4	30.8%
Council-administrator(manager)	99	80	80.8%	19	19.2%
Council-elected executive	19	15	78.9%	4	21.1%

While a majority of respondents also reported having annual salary reviews (73%), 11% indicated other frequencies of salary review while 10% reported no salary review at all (Figure 2). Consistent with the “ICMA Guidelines” concerning transparency, 91% of respondents indicated that their total compensation package is available to all members of the governing body (not shown).

Figure 2 Salary review



Transparency

1. Local government managers should provide their total compensation package to the governing body when requesting compensation changes so that the governing body has a comprehensive view of the compensation package.
2. In the interest of fairness and transparency, there should be full disclosure to the governing body, prior to formal consideration and approval, of the potential cost of any benefit changes negotiated during employment.
3. When the terms and conditions of employment are being renegotiated with the employer and at the end when the employment is being terminated, ICMA members have a duty to advise the elected officials to seek legal advice.
4. In the interests of transparency, the salary plan and salary ranges for local government positions, including that of the manager, should be publicly accessible on the agency's website.

Source: "ICMA Guidelines for Compensation" (2010), 3, icma.org/Documents/Document/Document/302085.

Furlough Days

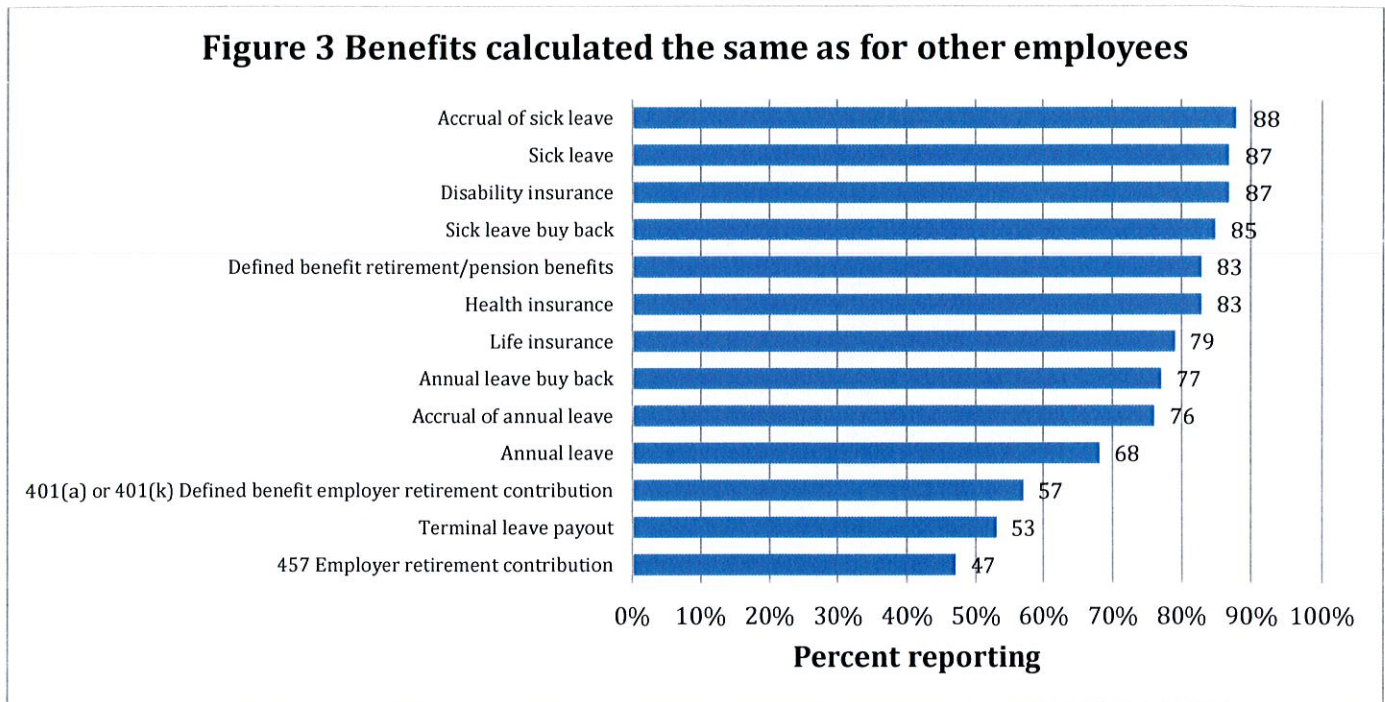
Furlough days were reported by 4% overall, with an average number of ten furlough days. CAOs reporting in localities in the Pacific Coast division show the highest percentage reporting furlough days (12%) (not shown).

Benefits

The survey collected information on benefits provided to CAOs, with attention given to how those benefits are calculated—that is, whether they are calculated using the same process used to calculate the benefits for other employees. The following definition was provided to survey respondents:

The "same" does not necessarily mean the same dollar amount; it means that the benefit is determined in the same manner, e.g., if health insurance premiums paid by the employee are based on type of coverage, is that how your premium contribution is calculated?

A majority of respondents reported that their benefits are calculated in the same manner as the benefits are calculated for other employees, with the exception of the 457 employer retirement contribution (Figure 3).



Employment Contracts/Agreements

Eighty-nine percent of CAOs reported having an employment agreement or contract (not shown), although there is noticeable variation between the percentages reported in mayor-council localities (80%) and those in council-manager (92%) localities. In 90% of the cases the agreement documents the CAO’s full compensation. In addition, respondents reported that the agreement

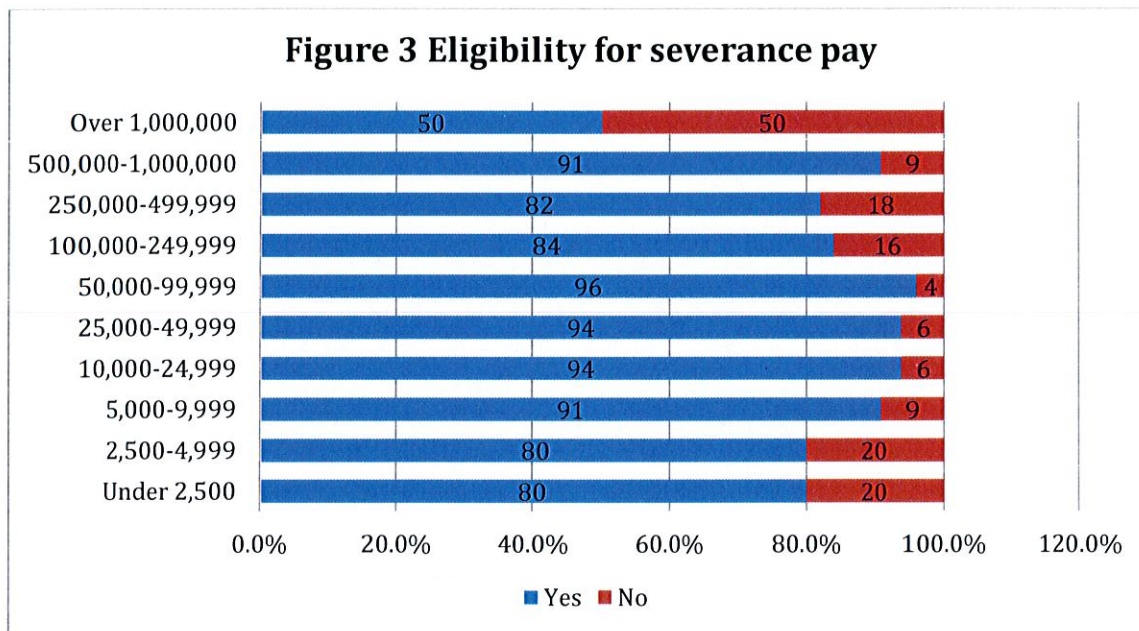
- was approved in a public session (96%)
- is available to the public upon request (99%)
- is posted on the local government website (18%).

The facts that an employment agreement is typically approved in a public session and is available to the public upon request reflect the value of transparency to the public.

Severance Benefits

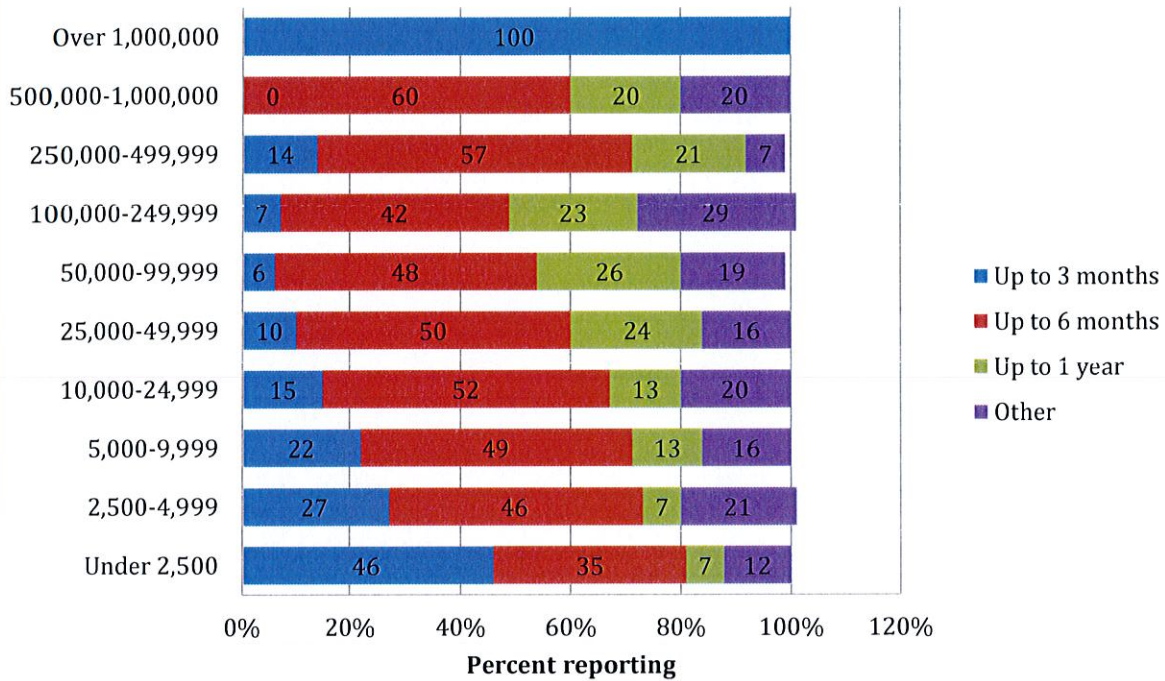
Because CAOs serve at the pleasure of elected officials, their positions can be more vulnerable to political shifts than those of other professions. To financially buffer CAOs from the consequences of suddenly finding themselves without

a job, severance benefits are particularly important. Overall, 78% of respondents reported that they are eligible to receive severance pay (Figure 3).



Of those who have an employment agreement, 84% reported that the severance pay is specified in their contracts (not shown). For the plurality of respondents (45%) and for all population groups except the very smallest, the amount of severance pay reported is typically up to six months (Figure 4), although the ICMA model employment agreement recommends one year.

Figure 4 Maximum Severance Pay



Summary

- Base salaries are generally correlated to the size of the local government, but variations are extremely broad, distorting the value of a calculated mean or average.
- The CAO base salary is documented; the total compensation package is available to all members of the governing body; and, in a majority of jurisdictions with populations of 25,000 or more, the base salary is posted on the local government’s website.
- Most CAOs receive an annual salary review and an annual performance review.
- Most CAOs receive a car allowance.
- Typical benefit packages for CAOs, usually calculated for the CAO in the same manner as for other local government employees are reported by a majority with the exception of the 457 employee retirement contribution (47%).
 - health insurance
 - disability insurance
 - annual leave
 - sick leave
 - accrual of annual leave
 - accrual of sick leave

- annual leave buy-back
 - sick leave buy-back
 - terminal leave payout
 - defined benefit retirement/pension benefits
 - 401(a) or 401(k) defined contribution employer retirement contribution
 - 457 employer retirement contribution.
- CAOs have an employment agreement or contract that is approved in a public session and made available to the public upon request.
 - CAOs are eligible to receive severance pay, which is specified in the employment agreement and most commonly, amounts to either six months or a year of pay.

Results of the 2014 *ICMA Compensation Survey for Local Government Chief Appointed Officials* serve several purposes. Survey data demonstrate the impossibility of establishing actual salary benchmarks outside of a specific market; however, survey data do establish the norms for compensation practices across local governments.

There will always be variations based on characteristics of the local government, including its financial condition and service provisions, and on characteristics of the CAO, such as tenure, experience, and education. Nonetheless, with data on what the majority of respondents report, norms can be established, providing a framework for elected officials when determining compensation packages in conjunction with the “General Compensation Guidelines for all Employees” (see sidebar).

General Compensation Guidelines for all Employees

1. Each local government should establish benchmark agencies which are determined using set criteria, such as, but not limited to
 - Close geographic proximity
 - Similarity with regard to the nature of the services provided
 - Similarity in employer size/population size
 - Similarity in the socio-economic makeup of the population
 - Other similar employers in the immediate area
2. The local government should develop appropriate compensation levels that are in line with their labor market. Doing so will enable the organization to establish and maintain a reputation as a competitive, fair, and equitable employer as well as a good steward of public funds.
3. When considering any salary or benefit changes, the immediate and anticipated long-term financial resources of the organization always should be taken into account.

4. Appropriate financial practices should be followed to both disclose and properly fund any related future liability to the local government.

Source: "ICMA Guidelines for Compensation" (2010), 3 [icma.org/Documents/Document/Document/302085](https://www.icma.org/Documents/Document/Document/302085).

Appendix A: City CAO Base Salaries by State and Population

		2014 City CAO Base Salaries				
		Total N	Minimum	Mean	Median	Maximum
Overall total		978	\$45,000	\$130,327	\$122,925	\$400,000
Alabama	Total	5	\$82,400	\$147,500	\$161,100	\$175,000
	50,000-99,999	2	\$169,000	\$172,000	\$172,000	\$175,000
	10,000-24,999	2	\$150,000	\$155,550	\$155,550	\$161,100
	Under 2,500	1	\$82,400	\$82,400	\$82,400	\$82,400
Alaska	Total	3	\$108,000	\$135,333	\$135,000	\$163,000
	5,000-9,999	1	\$163,000	\$163,000	\$163,000	\$163,000
	2,500-4,999	1	\$108,000	\$108,000	\$108,000	\$108,000
	Under 2,500	1	\$135,000	\$135,000	\$135,000	\$135,000
Arizona	Total	19	\$60,000	\$140,180	\$132,500	\$315,000
	Over 1 million	1	\$315,000	\$315,000	\$315,000	\$315,000
	100,000-249,999	1	\$189,000	\$189,000	\$189,000	\$189,000
	50,000-99,999	2	\$154,000	\$171,225	\$171,225	\$188,449
	25,000-49,999	5	\$115,000	\$137,700	\$137,500	\$157,000
	10,000-24,999	5	\$111,525	\$129,295	\$132,500	\$138,470
	5,000-9,999	3	\$107,000	\$115,667	\$120,000	\$120,000
	2,500-4,999	1	\$75,000	\$75,000	\$75,000	\$75,000
	Under 2,500	1	\$60,000	\$60,000	\$60,000	\$60,000
Arkansas	Total	3	\$72,000	\$112,167	\$112,000	\$152,500
	50,000-99,999	2	\$112,000	\$132,250	\$132,250	\$152,500
	10,000-24,999	1	\$72,000	\$72,000	\$72,000	\$72,000
California	Total	87	\$97,500	\$200,347	\$206,000	\$285,577
	250,000-499,999	1	\$255,000	\$255,000	\$255,000	\$255,000
	100,000-249,999	15	\$206,000	\$241,910	\$237,931	\$285,577
	50,000-99,999	22	\$175,086	\$214,503	\$212,694	\$247,876
	25,000-49,999	18	\$175,000	\$212,415	\$217,935	\$285,000
	10,000-24,999	17	\$110,000	\$173,289	\$161,300	\$225,393
	5,000-9,999	9	\$104,000	\$142,054	\$140,000	\$187,541
	2,500-4,999	3	\$97,500	\$143,092	\$161,124	\$170,653
	Under 2,500	2	\$167,805	\$175,153	\$175,153	\$182,500
Colorado	Total	34	\$65,000	\$126,252	\$130,000	\$212,000
	100,000-249,999	1	\$206,128	\$206,128	\$206,128	\$206,128
	50,000-99,999	2	\$180,996	\$196,498	\$196,498	\$212,000
	25,000-49,999	2	\$130,000	\$131,500	\$131,500	\$133,000
	10,000-24,999	10	\$105,000	\$144,982	\$149,250	\$174,000
	5,000-9,999	9	\$95,000	\$120,881	\$117,961	\$150,000
	2,500-4,999	2	\$75,000	\$120,295	\$120,295	\$165,590
	Under 2,500	8	\$65,000	\$81,512	\$81,500	\$102,000

2014 City CAO Base Salaries

		Total N	Minimum	Mean	Median	Maximum
Connecticut	Total	12	\$94,000	\$134,367	\$131,352	\$192,000
	50,000-99,999	1	\$192,000	\$192,000	\$192,000	\$192,000
	25,000-49,999	5	\$120,000	\$136,536	\$134,258	\$155,399
	10,000-24,999	3	\$125,000	\$132,117	\$131,352	\$140,000
	5,000-9,999	2	\$94,000	\$103,500	\$103,500	\$113,000
Delaware	Total	6	\$80,030	\$107,899	\$109,250	\$139,000
	25,000-49,999	2	\$121,540	\$130,270	\$130,270	\$139,000
	5,000-9,999	1	\$98,500	\$98,500	\$98,500	\$98,500
	Under 2,500	3	\$80,030	\$96,117	\$88,322	\$120,000
Florida	Total	56	\$60,000	\$138,371	\$131,070	\$266,737
	100,000-249,999	4	\$180,000	\$197,841	\$198,000	\$215,362
	50,000-99,999	7	\$139,194	\$176,446	\$165,000	\$266,737
	25,000-49,999	9	\$130,906	\$166,316	\$163,729	\$225,000
	10,000-24,999	16	\$113,000	\$140,260	\$133,035	\$191,500
	5,000-9,999	7	\$87,500	\$117,929	\$103,000	\$220,000
	2,500-4,999	8	\$71,739	\$96,544	\$93,723	\$129,400
	Under 2,500	5	\$60,000	\$82,280	\$80,000	\$109,500
Georgia	Total	27	\$63,000	\$125,727	\$125,000	\$183,400
	100,000-249,999	2	\$140,020	\$161,710	\$161,710	\$183,400
	50,000-99,999	3	\$165,000	\$167,208	\$167,208	\$169,416
	25,000-49,999	5	\$123,000	\$137,900	\$140,000	\$152,000
	10,000-24,999	9	\$105,525	\$131,725	\$125,000	\$162,000
	5,000-9,999	3	\$98,500	\$107,065	\$100,296	\$122,400
	2,500-4,999	4	\$64,386	\$87,959	\$93,000	\$101,450
	Under 2,500	1	\$63,000	\$63,000	\$63,000	\$63,000
Idaho	Total	4	\$85,000	\$111,046	\$115,954	\$127,275
	25,000-49,999	1	\$117,800	\$117,800	\$117,800	\$117,800
	10,000-24,999	1	\$114,109	\$114,109	\$114,109	\$114,109
	5,000-9,999	1	\$85,000	\$85,000	\$85,000	\$85,000
	Under 2,500	1	\$127,275	\$127,275	\$127,275	\$127,275
Illinois	Total	62	\$58,195	\$140,208	\$144,840	\$240,000
	50,000-99,999	9	\$111,000	\$167,336	\$174,100	\$205,000
	25,000-49,999	16	\$105,000	\$159,186	\$158,875	\$240,000
	10,000-24,999	16	\$106,015	\$142,262	\$144,840	\$196,500
	5,000-9,999	12	\$78,795	\$123,318	\$116,150	\$159,640
	2,500-4,999	8	\$58,195	\$85,661	\$80,921	\$140,700
	Under 2,500	1	\$200,660	\$200,660	\$200,660	\$200,660
Indiana	Total	5	\$56,000	\$84,000	\$85,000	\$126,000
	10,000-24,999	3	\$85,000	\$99,000	\$86,000	\$126,000
	5,000-9,999	1	\$67,000	\$67,000	\$67,000	\$67,000
	Under 2,500	1	\$56,000	\$56,000	\$56,000	\$56,000

		2014 City CAO Base Salaries				
		Total N	Minimum	Mean	Median	Maximum
Iowa	Total	29	\$55,070	\$112,723	\$106,000	\$208,910
	50,000-99,999	3	\$150,000	\$176,303	\$170,000	\$208,910
	25,000-49,999	3	\$122,850	\$147,459	\$144,527	\$175,000
	10,000-24,999	8	\$95,936	\$131,708	\$129,710	\$174,715
	5,000-9,999	6	\$75,000	\$95,015	\$96,802	\$106,000
	2,500-4,999	5	\$69,122	\$80,745	\$72,000	\$106,000
	Under 2,500	4	\$55,070	\$67,547	\$66,370	\$82,378
Kansas	Total	32	\$55,000	\$106,563	\$95,000	\$190,000
	100,000-249,999	3	\$172,500	\$180,167	\$178,000	\$190,000
	50,000-99,999	2	\$135,653	\$140,327	\$140,327	\$145,000
	25,000-49,999	3	\$125,000	\$130,876	\$130,876	\$136,751
	10,000-24,999	5	\$93,888	\$118,355	\$115,000	\$139,316
	5,000-9,999	6	\$82,000	\$96,230	\$93,687	\$115,350
	2,500-4,999	8	\$67,433	\$90,337	\$90,834	\$117,000
	Under 2,500	5	\$55,000	\$65,740	\$69,630	\$74,855
Kentucky	Total	5	\$79,050	\$99,870	\$96,000	\$121,600
	25,000-49,999	1	\$86,000	\$86,000	\$86,000	\$86,000
	10,000-24,999	2	\$116,699	\$119,150	\$119,150	\$121,600
	5,000-9,999	2	\$79,050	\$87,525	\$87,525	\$96,000
Maine	Total	10	\$74,160	\$98,709	\$96,410	\$121,290
	25,000-49,999	2	\$119,800	\$120,545	\$120,545	\$121,290
	10,000-24,999	2	\$110,320	\$114,660	\$114,660	\$119,000
	5,000-9,999	3	\$80,000	\$94,173	\$82,500	\$120,020
	2,500-4,999	2	\$74,160	\$77,080	\$77,080	\$80,000
	Under 2,500	1	\$80,000	\$80,000	\$80,000	\$80,000
Maryland	Total	16	\$72,000	\$125,150	\$116,000	\$209,936
	50,000-99,999	2	\$207,040	\$208,488	\$208,488	\$209,936
	25,000-49,999	2	\$132,048	\$139,428	\$139,428	\$146,808
	10,000-24,999	3	\$90,000	\$117,067	\$115,000	\$146,200
	5,000-9,999	5	\$90,002	\$118,672	\$117,000	\$154,620
	2,500-4,999	2	\$80,000	\$92,500	\$92,500	\$105,000
	Under 2,500	2	\$72,000	\$88,500	\$88,500	\$105,000
Massachusetts	Total	39	\$81,600	\$144,918	\$146,930	\$330,000
	100,000-249,999	1	\$330,000	\$330,000	\$330,000	\$330,000
	25,000-49,999	8	\$137,000	\$152,066	\$149,000	\$171,995
	10,000-24,999	17	\$96,735	\$147,995	\$157,292	\$175,786
	5,000-9,999	11	\$81,600	\$127,387	\$131,500	\$163,440
	2,500-4,999	2	\$86,000	\$97,621	\$97,621	\$109,242

		2014 City CAO Base Salaries				
		Total N	Minimum	Mean	Median	Maximum
Michigan	Total	42	\$50,000	\$100,167	\$98,628	\$159,000
	100,000-249,999	1	\$145,000	\$145,000	\$145,000	\$145,000
	50,000-99,999	5	\$123,500	\$141,300	\$137,000	\$159,000
	25,000-49,999	7	\$85,000	\$111,349	\$115,000	\$122,600
	10,000-24,999	9	\$89,000	\$102,245	\$99,286	\$118,000
	5,000-9,999	7	\$66,000	\$93,078	\$88,280	\$123,000
	2,500-4,999	9	\$70,000	\$83,590	\$80,000	\$98,684
	Under 2,500	4	\$50,000	\$63,000	\$66,000	\$70,000
Minnesota	Total	36	\$51,000	\$107,827	\$112,675	\$149,699
	50,000-99,999	1	\$149,699	\$149,699	\$149,699	\$149,699
	25,000-49,999	5	\$115,602	\$131,133	\$131,064	\$148,000
	10,000-24,999	12	\$109,000	\$121,576	\$115,875	\$143,000
	5,000-9,999	5	\$92,997	\$107,455	\$108,000	\$121,280
	2,500-4,999	8	\$66,500	\$92,641	\$95,799	\$115,000
	Under 2,500	4	\$51,000	\$64,691	\$62,500	\$82,764
Mississippi	Total	1	\$138,000	\$138,000	\$138,000	\$138,000
	25,000-49,999	1	\$138,000	\$138,000	\$138,000	\$138,000
Missouri	Total	32	\$75,000	\$121,085	\$120,000	\$187,500
	100,000-249,999	1	\$151,000	\$151,000	\$151,000	\$151,000
	50,000-99,999	2	\$131,000	\$159,250	\$159,250	\$187,500
	25,000-49,999	7	\$115,000	\$138,216	\$132,000	\$174,400
	10,000-24,999	8	\$91,000	\$121,516	\$116,500	\$160,963
	5,000-9,999	8	\$88,580	\$116,197	\$112,396	\$158,000
	2,500-4,999	6	\$75,000	\$89,333	\$84,750	\$115,500
Montana	Total	3	\$117,000	\$122,889	\$121,668	\$130,000
	100,000-249,999	1	\$130,000	\$130,000	\$130,000	\$130,000
	50,000-99,999	1	\$117,000	\$117,000	\$117,000	\$117,000
	25,000-49,999	1	\$121,668	\$121,668	\$121,668	\$121,668
Nebraska	Total	6	\$68,000	\$98,294	\$98,209	\$131,506
	25,000-49,999	1	\$131,506	\$131,506	\$131,506	\$131,506
	5,000-9,999	2	\$97,918	\$102,959	\$102,959	\$108,000
	2,500-4,999	2	\$85,842	\$92,171	\$92,171	\$98,500
	Under 2,500	1	\$68,000	\$68,000	\$68,000	\$68,000
Nevada	Total	3	\$85,000	\$165,497	\$190,000	\$221,490
	500,000-1,000,000	1	\$221,490	\$221,490	\$221,490	\$221,490
	50,000-99,999	1	\$190,000	\$190,000	\$190,000	\$190,000
	25,000-49,999	1	\$85,000	\$85,000	\$85,000	\$85,000
New Hampshire	Total	12	\$70,500	\$102,884	\$98,250	\$135,000
	25,000-49,999	2	\$133,017	\$134,009	\$134,009	\$135,000
	10,000-24,999	3	\$103,000	\$113,500	\$112,500	\$125,000
	5,000-9,999	5	\$70,500	\$87,997	\$92,123	\$110,160
	2,500-4,999	1	\$93,500	\$93,500	\$93,500	\$93,500
	Under 2,500	1	\$92,602	\$92,602	\$92,602	\$92,602

		2014 City CAO Base Salaries				
		Total N	Minimum	Mean	Median	Maximum
New Jersey	Total	9	\$118,000	\$140,940	\$144,000	\$181,000
	25,000-49,999	2	\$146,000	\$163,500	\$163,500	\$181,000
	10,000-24,999	6	\$118,000	\$136,104	\$142,000	\$154,000
	5,000-9,999	1	\$120,000	\$120,000	\$120,000	\$120,000
New Mexico	Total	6	\$80,000	\$120,990	\$112,515	\$172,910
	50,000-99,999	2	\$153,000	\$162,955	\$162,955	\$172,910
	10,000-24,999	2	\$80,000	\$100,500	\$100,500	\$121,000
	5,000-9,999	1	\$104,030	\$104,030	\$104,030	\$104,030
	2,500-4,999	1	\$95,000	\$95,000	\$95,000	\$95,000
New York	Total	14	\$87,500	\$147,696	\$164,046	\$198,400
	50,000-99,999	1	\$188,589	\$188,589	\$188,589	\$188,589
	25,000-49,999	3	\$108,000	\$153,006	\$168,185	\$182,832
	10,000-24,999	3	\$182,173	\$190,947	\$192,268	\$198,400
	5,000-9,999	5	\$87,500	\$118,146	\$93,000	\$165,000
	2,500-4,999	1	\$163,092	\$163,092	\$163,092	\$163,092
	Under 2,500	1	\$93,480	\$93,480	\$93,480	\$93,480
North Carolina	Total	45	\$48,000	\$111,616	\$98,500	\$245,000
	500,000-1,000,000	1	\$245,000	\$245,000	\$245,000	\$245,000
	250,000-499,999	1	\$215,000	\$215,000	\$215,000	\$215,000
	100,000-249,999	4	\$170,222	\$195,359	\$201,567	\$208,080
	50,000-99,999	1	\$180,633	\$180,633	\$180,633	\$180,633
	25,000-49,999	2	\$135,000	\$137,500	\$137,500	\$140,000
	10,000-24,999	6	\$78,000	\$114,384	\$119,434	\$141,235
	5,000-9,999	9	\$80,550	\$95,896	\$94,000	\$132,000
	2,500-4,999	11	\$65,374	\$85,343	\$83,300	\$115,865
	Under 2,500	10	\$48,000	\$83,751	\$80,750	\$118,000
North Dakota	Total	1	\$120,000	\$120,000	\$120,000	\$120,000
	10,000-24,999	1	\$120,000	\$120,000	\$120,000	\$120,000
Ohio	Total	36	\$64,300	\$119,434	\$118,000	\$240,000
	250,000-499,999	1	\$240,000	\$240,000	\$240,000	\$240,000
	100,000-249,999	1	\$152,000	\$152,000	\$152,000	\$152,000
	50,000-99,999	2	\$133,736	\$147,437	\$147,437	\$161,138
	25,000-49,999	7	\$111,000	\$136,919	\$133,000	\$185,436
	10,000-24,999	10	\$106,500	\$117,636	\$119,000	\$125,000
	5,000-9,999	7	\$75,820	\$108,478	\$104,021	\$141,682
	2,500-4,999	7	\$64,300	\$93,461	\$88,000	\$123,760
	Under 2,500	1	\$64,375	\$64,375	\$64,375	\$64,375

		2014 City CAO Base Salaries				
		Total N	Minimum	Mean	Median	Maximum
Oklahoma	Total	24	\$62,000	\$110,596	\$110,653	\$156,570
	250,000-499,999	1	\$145,000	\$145,000	\$145,000	\$145,000
	50,000-99,999	1	\$156,570	\$156,570	\$156,570	\$156,570
	25,000-49,999	3	\$117,000	\$132,820	\$132,861	\$148,600
	10,000-24,999	8	\$103,000	\$113,094	\$111,500	\$125,000
	5,000-9,999	8	\$76,000	\$98,277	\$98,231	\$120,750
	2,500-4,999	3	\$62,000	\$87,768	\$90,000	\$111,305
Oregon	Total	23	\$49,000	\$103,788	\$102,000	\$170,000
	50,000-99,999	1	\$145,000	\$145,000	\$145,000	\$145,000
	25,000-49,999	3	\$140,000	\$151,667	\$145,000	\$170,000
	10,000-24,999	5	\$119,025	\$127,436	\$129,717	\$135,000
	5,000-9,999	3	\$95,160	\$107,553	\$97,500	\$130,000
	2,500-4,999	7	\$60,000	\$85,282	\$87,632	\$106,180
	Under 2,500	4	\$49,000	\$57,577	\$55,154	\$71,000
Pennsylvania	Total	41	\$45,000	\$105,210	\$104,000	\$175,000
	100,000-249,999	1	\$96,420	\$96,420	\$96,420	\$96,420
	25,000-49,999	6	\$107,380	\$126,926	\$129,378	\$139,548
	10,000-24,999	20	\$75,000	\$119,584	\$112,875	\$175,000
	5,000-9,999	10	\$59,600	\$82,750	\$82,274	\$102,000
	2,500-4,999	2	\$64,715	\$68,216	\$68,216	\$71,717
	Under 2,500	2	\$45,000	\$49,998	\$49,998	\$54,995
Rhode Island	Total	5	\$113,465	\$119,073	\$120,000	\$126,000
	25,000-49,999	2	\$113,465	\$117,733	\$117,733	\$122,000
	10,000-24,999	3	\$113,900	\$119,967	\$120,000	\$126,000
South Carolina	Total	8	\$85,455	\$129,960	\$111,645	\$175,917
	50,000-99,999	1	\$153,000	\$153,000	\$153,000	\$153,000
	25,000-49,999	2	\$175,203	\$175,560	\$175,560	\$175,917
	10,000-24,999	3	\$85,455	\$98,550	\$98,550	\$111,645
	5,000-9,999	1	\$101,000	\$101,000	\$101,000	\$101,000
	Under 2,500	1	\$107,500	\$107,500	\$107,500	\$107,500
South Dakota	Total	4	\$75,347	\$92,110	\$88,244	\$116,604
	10,000-24,999	2	\$90,000	\$103,302	\$103,302	\$116,604
	5,000-9,999	1	\$86,488	\$86,488	\$86,488	\$86,488
	Under 2,500	1	\$75,347	\$75,347	\$75,347	\$75,347
Tennessee	Total	20	\$46,872	\$124,883	\$129,726	\$205,000
	100,000-249,999	1	\$160,652	\$160,652	\$160,652	\$160,652
	50,000-99,999	2	\$135,297	\$150,861	\$150,861	\$166,424
	25,000-49,999	7	\$91,084	\$143,745	\$134,000	\$205,000
	10,000-24,999	7	\$89,000	\$107,823	\$106,971	\$131,589
	2,500-4,999	2	\$46,872	\$89,659	\$89,659	\$132,445
	Under 2,500	1	\$95,000	\$95,000	\$95,000	\$95,000

		2014 City CAO Base Salaries				
		Total N	Minimum	Mean	Median	Maximum
Texas	Total	65	\$60,000	\$156,029	\$150,000	\$400,000
	Over 1 million	1	\$400,000	\$400,000	\$400,000	\$400,000
	500,000-1,000,000	1	\$239,000	\$239,000	\$239,000	\$239,000
	250,000-499,999	1	\$228,000	\$228,000	\$228,000	\$228,000
	100,000-249,999	3	\$177,400	\$201,845	\$185,685	\$242,451
	50,000-99,999	9	\$152,000	\$197,067	\$200,000	\$248,000
	25,000-49,999	13	\$149,795	\$176,117	\$165,000	\$250,000
	10,000-24,999	16	\$102,156	\$141,321	\$139,879	\$210,000
	5,000-9,999	12	\$78,254	\$130,782	\$135,000	\$165,000
	2,500-4,999	6	\$71,000	\$87,333	\$82,500	\$117,000
	Under 2,500	3	\$60,000	\$83,912	\$70,000	\$121,737
Utah	Total	14	\$65,500	\$118,718	\$122,000	\$187,058
	100,000-249,999	2	\$140,000	\$163,529	\$163,529	\$187,058
	50,000-99,999	1	\$143,000	\$143,000	\$143,000	\$143,000
	25,000-49,999	4	\$118,000	\$125,843	\$122,000	\$141,372
	10,000-24,999	1	\$133,150	\$133,150	\$133,150	\$133,150
	5,000-9,999	5	\$75,448	\$97,993	\$96,140	\$131,000
		Under 2,500	1	\$65,500	\$65,500	\$65,500
Vermont	Total	1	\$85,000	\$85,000	\$85,000	\$85,000
	5,000-9,999	1	\$85,000	\$85,000	\$85,000	\$85,000
Virginia	Total	17	\$64,200	\$128,700	\$115,000	\$181,000
	50,000-99,999	1	\$178,602	\$178,602	\$178,602	\$178,602
	25,000-49,999	4	\$153,350	\$169,218	\$171,761	\$180,000
	10,000-24,999	5	\$115,000	\$142,982	\$140,049	\$181,000
	5,000-9,999	4	\$85,000	\$94,868	\$92,080	\$110,313
	2,500-4,999	1	\$78,000	\$78,000	\$78,000	\$78,000
		Under 2,500	2	\$64,200	\$80,020	\$80,020
Washington	Total	20	\$114,400	\$149,533	\$142,800	\$236,000
	100,000-249,999	1	\$236,000	\$236,000	\$236,000	\$236,000
	50,000-99,999	3	\$165,000	\$166,336	\$165,000	\$169,008
	25,000-49,999	3	\$142,800	\$160,680	\$159,300	\$179,940
	10,000-24,999	9	\$114,400	\$139,880	\$140,454	\$155,400
	5,000-9,999	3	\$115,158	\$121,719	\$124,000	\$126,000
West Virginia	Total	1	\$92,450	\$92,450	\$92,450	\$92,450
	10,000-24,999	1	\$92,450	\$92,450	\$92,450	\$92,450
Wisconsin	Total	32	\$61,000	\$94,864	\$93,983	\$150,000
	50,000-99,999	2	\$134,000	\$142,000	\$142,000	\$150,000
	25,000-49,999	2	\$116,847	\$127,755	\$127,755	\$138,663
	10,000-24,999	9	\$81,342	\$102,878	\$102,336	\$127,265
	5,000-9,999	13	\$70,741	\$88,715	\$90,000	\$105,390
	2,500-4,999	1	\$92,016	\$92,016	\$92,016	\$92,016
		Under 2,500	5	\$61,000	\$64,987	\$65,000

		2014 City CAO Base Salaries				
		Total N	Minimum	Mean	Median	Maximum
Wyoming	Total	3	\$106,000	\$145,457	\$143,370	\$187,000
	50,000-99,999	1	\$187,000	\$187,000	\$187,000	\$187,000
	10,000-24,999	1	\$106,000	\$106,000	\$106,000	\$106,000
	5,000-9,999	1	\$143,370	\$143,370	\$143,370	\$143,370

Appendix B: County CAO Base Salaries by State and Population

		2014 County CAO Base Salaries				
		Total N	Minimum	Mean	Median	Maximum
Overall total		134	\$58,785	142,194	\$135,110	\$305,000
Alaska	Total	2	\$130,000	\$155,500	\$155,500	\$181,000
	50,000-99,999	1	\$181,000	\$181,000	\$181,000	\$181,000
	10,000-24,999	1	\$130,000	\$130,000	\$130,000	\$130,000
Arizona	Total	2	\$155,000	\$159,000	\$159,000	\$163,000
	100,000-249,999	2	\$155,000	\$159,000	\$159,000	\$163,000
California	Total	5	\$160,000	\$196,776	\$172,380	\$305,000
	Over 1 million	1	\$305,000	\$305,000	\$305,000	\$305,000
	100,000-249,999	1	\$172,380	\$172,380	\$172,380	\$172,380
	50,000-99,999	1	\$176,500	\$176,500	\$176,500	\$176,500
	25,000-49,999	1	\$170,000	\$170,000	\$170,000	\$170,000
	10,000-24,999	1	\$160,000	\$160,000	\$160,000	\$160,000
Colorado	Total	5	\$129,000	\$140,195	\$142,476	\$154,500
	500,000-1,000,000	1	\$154,500	\$154,500	\$154,500	\$154,500
	250,000-499,999	1	\$144,000	\$144,000	\$144,000	\$144,000
	100,000-249,999	1	\$131,000	\$131,000	\$131,000	\$131,000
	10,000-24,999	2	\$129,000	\$135,738	\$135,738	\$142,476
Florida	Total	8	\$110,000	\$163,221	\$177,500	\$190,556
	500,000-1,000,000	3	\$180,000	\$184,524	\$183,016	\$190,556
	250,000-499,999	2	\$175,000	\$181,340	\$181,340	\$187,680
	50,000-99,999	2	\$129,282	\$139,757	\$139,757	\$150,232
	25,000-49,999	1	\$110,000	\$110,000	\$110,000	\$110,000
Georgia	Total	13	\$90,200	\$131,143	\$132,800	\$178,500
	100,000-249,999	5	\$132,800	\$151,040	\$144,000	\$178,500
	50,000-99,999	4	\$127,500	\$135,837	\$135,563	\$144,720
	25,000-49,999	3	\$90,200	\$97,937	\$98,611	\$105,000
	10,000-24,999	1	\$112,500	\$112,500	\$112,500	\$112,500
Idaho	Total	1	\$142,181	\$142,181	\$142,181	\$142,181
	10,000-24,999	1	\$142,181	\$142,181	\$142,181	\$142,181
Illinois	Total	4	\$58,785	\$142,704	\$135,416	\$241,200
	500,000-1,000,000	1	\$241,200	\$241,200	\$241,200	\$241,200
	100,000-249,999	2	\$114,281	\$135,416	\$135,416	\$156,550
	50,000-99,999	1	\$58,785	\$58,785	\$58,785	\$58,785
Iowa	Total	1	\$187,000	\$187,000	\$187,000	\$187,000
	100,000-249,999	1	\$187,000	\$187,000	\$187,000	\$187,000
Kansas	Total	9	\$93,000	\$130,878	\$115,856	\$201,000
	500,000-1,000,000	1	\$201,000	\$201,000	\$201,000	\$201,000
	250,000-499,999	1	\$190,000	\$190,000	\$190,000	\$190,000
	100,000-249,999	1	\$136,000	\$136,000	\$136,000	\$136,000
	50,000-99,999	2	\$94,000	\$103,271	\$103,271	\$112,542
	25,000-49,999	4	\$93,000	\$111,089	\$108,178	\$135,000

		2014 County CAO Base Salaries				
		Total N	Minimum	Mean	Median	Maximum
Kentucky	Total	1	\$134,000	\$134,000	\$134,000	\$134,000
	100,000-249,999	1	\$134,000	\$134,000	\$134,000	\$134,000
Louisiana	Total	1	\$169,000	\$169,000	\$169,000	\$169,000
	100,000-249,999	1	\$169,000	\$169,000	\$169,000	\$169,000
Maryland	Total	1	\$102,500	\$102,500	\$102,500	\$102,500
	25,000-49,999	1	\$102,500	\$102,500	\$102,500	\$102,500
Michigan	Total	6	\$72,315	\$121,890	\$124,109	\$160,709
	500,000-1,000,000	1	\$160,709	\$160,709	\$160,709	\$160,709
	250,000-499,999	1	\$116,400	\$116,400	\$116,400	\$116,400
	100,000-249,999	1	\$123,000	\$123,000	\$123,000	\$123,000
	50,000-99,999	2	\$125,218	\$129,458	\$129,458	\$133,697
	10,000-24,999	1	\$72,315	\$72,315	\$72,315	\$72,315
Minnesota	Total	5	\$89,440	\$108,489	\$108,000	\$132,600
	50,000-99,999	1	\$132,600	\$132,600	\$132,600	\$132,600
	25,000-49,999	2	\$108,000	\$111,000	\$111,000	\$114,000
	10,000-24,999	1	\$98,404	\$98,404	\$98,404	\$98,404
	5,000-9,999	1	\$89,440	\$89,440	\$89,440	\$89,440
Missouri	Total	1	\$101,439	\$101,439	\$101,439	\$101,439
	100,000-249,999	1	\$101,439	\$101,439	\$101,439	\$101,439
Nebraska	Total	1	\$130,000	\$130,000	\$130,000	\$130,000
	100,000-249,999	1	\$130,000	\$130,000	\$130,000	\$130,000
Nevada	Total	1	\$195,000	\$195,000	\$195,000	\$195,000
	250,000-499,999	1	\$195,000	\$195,000	\$195,000	\$195,000
New Hampshire	Total	2	\$95,000	\$100,500	\$100,500	\$106,000
	50,000-99,999	1	\$106,000	\$106,000	\$106,000	\$106,000
	25,000-49,999	1	\$95,000	\$95,000	\$95,000	\$95,000
New Jersey	Total	1	\$175,574	\$175,574	\$175,574	\$175,574
	100,000-249,999	1	\$175,574	\$175,574	\$175,574	\$175,574
New Mexico	Total	1	\$180,000	\$180,000	\$180,000	\$180,000
	50,000-99,999	1	\$180,000	\$180,000	\$180,000	\$180,000
New York	Total	4	\$93,725	\$119,348	\$119,334	\$145,000
	100,000-249,999	1	\$133,668	\$133,668	\$133,668	\$133,668
	50,000-99,999	2	\$105,000	\$125,000	\$125,000	\$145,000
	25,000-49,999	1	\$93,725	\$93,725	\$93,725	\$93,725
North Carolina	Total	17	\$98,802	\$149,361	\$156,000	\$228,000
	500,000-1,000,000	1	\$228,000	\$228,000	\$228,000	\$228,000
	250,000-499,999	1	\$179,000	\$179,000	\$179,000	\$179,000
	100,000-249,999	7	\$156,000	\$175,027	\$171,000	\$217,768
	50,000-99,999	5	\$101,675	\$117,531	\$115,028	\$134,000
	25,000-49,999	1	\$121,337	\$121,337	\$121,337	\$121,337
	10,000-24,999	1	\$98,802	\$98,802	\$98,802	\$98,802
5,000-9,999	1	\$99,150	\$99,150	\$99,150	\$99,150	

		2014 County CAO Base Salaries				
		Total N	Minimum	Mean	Median	Maximum
North Dakota	Total	1	\$103,000	\$103,000	\$103,000	\$103,000
	10,000-24,999	1	\$103,000	\$103,000	\$103,000	\$103,000
Ohio	Total	2	\$97,376	\$136,188	\$136,188	\$175,000
	500,000-1,000,000	1	\$175,000	\$175,000	\$175,000	\$175,000
	100,000-249,999	1	\$97,376	\$97,376	\$97,376	\$97,376
Oregon	Total	4	\$120,500	\$142,030	\$141,310	\$165,000
	250,000-499,999	1	\$165,000	\$165,000	\$165,000	\$165,000
	100,000-249,999	1	\$147,400	\$147,400	\$147,400	\$147,400
	25,000-49,999	1	\$120,500	\$120,500	\$120,500	\$120,500
	10,000-24,999	1	\$135,220	\$135,220	\$135,220	\$135,220
Pennsylvania	Total	2	\$94,000	\$102,000	\$102,000	\$110,000
	250,000-499,999	1	\$110,000	\$110,000	\$110,000	\$110,000
	100,000-249,999	1	\$94,000	\$94,000	\$94,000	\$94,000
South Carolina	Total	4	\$92,358	\$165,215	\$156,500	\$255,500
	250,000-499,999	2	\$158,000	\$206,750	\$206,750	\$255,500
	50,000-99,999	1	\$155,000	\$155,000	\$155,000	\$155,000
	10,000-24,999	1	\$92,358	\$92,358	\$92,358	\$92,358
Tennessee	Total	1	\$200,000	\$200,000	\$200,000	\$200,000
	50,000-99,999	1	\$200,000	\$200,000	\$200,000	\$200,000
Virginia	Total	21	\$89,500	\$150,347	\$152,863	\$260,998
	250,000-499,999	1	\$236,747	\$236,747	\$236,747	\$236,747
	100,000-249,999	2	\$176,000	\$218,499	\$218,499	\$260,998
	50,000-99,999	5	\$155,615	\$170,933	\$160,000	\$199,800
	25,000-49,999	7	\$115,808	\$139,525	\$140,000	\$157,000
	10,000-24,999	6	\$89,500	\$108,702	\$107,250	\$126,703
West Virginia	Total	1	\$120,000	\$120,000	\$120,000	\$120,000
	100,000-249,999	1	\$120,000	\$120,000	\$120,000	\$120,000
Wisconsin	Total	6	\$86,500	\$114,531	\$103,897	\$175,654
	100,000-249,999	1	\$175,654	\$175,654	\$175,654	\$175,654
	50,000-99,999	2	\$102,000	\$112,640	\$112,640	\$123,280
	25,000-49,999	2	\$93,960	\$99,877	\$99,877	\$105,794
	10,000-24,999	1	\$86,500	\$86,500	\$86,500	\$86,500

ⁱ “ICMA Guidelines for Compensation” (2010), 1, icma.org/Documents/Document/Document/302085.

ⁱⁱ Ibid.



Town of Lake Park Town Commission

Agenda Request Form

Exhibit "C"

Meeting Date: February 18, 2015

Agenda Item No. *4*

Agenda Title: Selecting a Date for the Volunteer Recognition Reception.

- SPECIAL PRESENTATION/REPORTS
 - BOARD APPOINTMENT
 - PUBLIC HEARING
 - NEW BUSINESS**
 - OTHER: _____
- CONSENT AGENDA
 - OLD BUSINESS
 - ORDINANCE ON FIRST READING

Approved by Town Manager *[Signature]* **Date:** *1/30/2015*

Vivian Mendez - Town Clerk

Name/Title

Originating Department: <p style="text-align: center;">Town Clerk</p>	Costs: \$ To be determined Funding Source: Acct. # _____ <input type="checkbox"/> Finance _____	Attachments: <p style="text-align: center;">None</p>
Advertised: Date: _____ Paper: _____ <input checked="" type="checkbox"/> Not Required	All parties that have an interest in this agenda item must be notified of meeting date and time. The following box must be filled out to be on agenda.	Yes I have notified everyone _____ OR Not applicable in this case <i>V.M.</i> Please initial one.

Summary Explanation/Background: At the January 21, 2015 Commission meeting, the Commission discussed its concept for a volunteer recognition reception. Staff contacted the Artists of Palm Beach County to see if they would be willing to host a Town of Lake Park Volunteer Recognition Reception at the Gallery. Staff explained that there would be about 45-50 people invited and that the event would be from approximately 6:30 p.m. until 9:00 p.m., and that the Town would provide all food (appetizers), beverages, and also make a donation to the organization for the use of the facilities for this event.

Artists of Palm Beach County Vice-President John Palozzi stated that the Town of Lake Park is always welcomed at the Gallery and was looking forward to the event. He stated that it would be up

to the Commission to determine an amount of the donation, and that the Artists of Palm Beach County would appreciate any donation made to the organization.

There are three dates that have been identified for the event:

Friday, April 17 or Saturday, April 18, or Saturday, April 25, 2015

Friday, April 24, 2015 is the monthly Sunset Celebration.

Recommended Motion: I move to select the date of _____ 2015 for the Volunteer Recognition Reception and the amount of _____ to be given as a donation to the Artists of Palm Beach County.



Town of Lake Park Town Commission

Agenda Request Form

Exhibit "D"

Meeting Date: February 18, 2015

Agenda Item No. 5

Agenda Title: Approval of the Addendum for the Additional Extension of the Security Services Agreement with U.S. Security Associates, Inc. for Security Services at the Lake Park Harbor Marina

- SPECIAL PRESENTATION/REPORTS
- BOARD APPOINTMENT
- PUBLIC HEARING ORDINANCE ON _____ READING
- NEW BUSINESS**
- OTHER: _____

CONSENT AGENDA

OLD BUSINESS

Approved by Town Manager *[Signature]* Date: 1/29/2015

Name/Title		
Originating Department: Town Manager	Costs: \$ <u>13,228</u> Funding Source: <u>Budgeted</u> Acct. # <u>800-34000</u> <input checked="" type="checkbox"/> Finance <u>BKZ</u>	Attachments: Copy of Addendum to Security Service Agreement with U.S. Security Associates, Inc.
Advertised: Date: _____ Paper: _____ <input checked="" type="checkbox"/> Not Required	All parties that have an interest in this agenda item must be notified of meeting date and time. The following box must be filled out to be on agenda.	Yes I have notified everyone _____ or Not applicable in this case BMT Please initial one.

Summary Explanation/Background:

On September 30, 2014, the current contract with U.S. Security Associates, Inc. for Marina security services expired. Previously, the Commission had approved a four-month extension with U.S. Security Associates, Inc. while the Town secured bids for such services from the marketplace. On November 30, 2014, the Town issued Invitation to Bid No. 107-2014. Five respondents submitted bids, and on January 21, 2015, the Town Commission voted to reject all bids and directed staff to rebid for such services.

In view of this action, staff contacted U.S. Security Associates and requested an addendum extending the current contract. A copy of such addendum provided by U.S. Security Associates is attached.

The purpose of this agenda item is to obtain Commission approval of the addendum extending the current contract with U.S. Security Associates for 120 days effective January 29, 2015 until May 29, 2015, subject to the same terms and conditions as set forth in the original contract.

Staff recommends approval.

Recommended Motion: I move to approve the Addendum to the security service agreement dated March 3, 2012 between the Town of Lake Park and U.S. Security Associates, Inc. for 120 days effective January 29, 2015 until May 29, 2015, subject to the same terms and conditions as set forth in the original contract, and authorize the Mayor to execute the same.



Town of Lake Park Town Commission

Agenda Request Form *Exhibit "E"*

Meeting Date: February 18, 2015

Agenda Item No. *6*

Agenda Title: APPROVE CONTRACT TIME EXTENSION FOR LAKE PARK HARBOR MARINA SEAWALL REMEDIATION PROJECT, No. 103-2014.

- SPECIAL PRESENTATION/REPORTS
- BOARD APPOINTMENT
- PUBLIC HEARING ORDINANCE ON _____ READING
- NEW BUSINESS**
- OTHER: _____

Approved by Town Manager *Richard Pittman* Date: *2/9/2015*

Richard Pittman
Richard Pittman, Project Manager

Originating Department: Town Manager Public Works	Costs: N/A Funding Source: <input type="checkbox"/> Finance _____	Attachments: Contractor Letter- Request for Time Extension Amended Project Schedule Notice to Proceed Letter
Advertised: Date: _____ Paper: _____ <input checked="" type="checkbox"/> Not Required	All parties that have an interest in this agenda item must be notified of meeting date and time. The following box must be filled out to be on agenda.	Yes I have notified everyone _____ OR Not applicable in this case <i>RP</i> Please initial one.

Summary Explanation/Background: The Town Commission is being asked to approve a 35 calendar day, non-compensable time extension to the West Construction, Inc. (West) contract for the completion of the Lake Park Harbor Marina Seawall Remediation project.

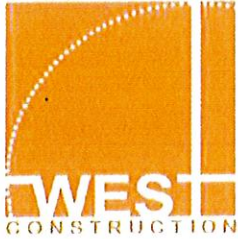
The contract for the Lake Park Harbor Seawall Remediation project was awarded to West Construction, Inc. on September 3, 2014. The Notice to Proceed (NTP) was issued for West to commence work on October 20, 2014. The contract allows for a 120 calendar day completion of the project from the date of the NTP. The contract completion date was established as February 16,

2015. West is requesting a 35 day time extension based upon weather related issues and unforeseen site conditions as outlined in their letter dated February 5, 2015.

Staff reviewed West's time extension request and found it to be reasonable and generally consistent with the facts. In addition to the information provided in the letter, West has accommodated the Marina staff and customers by working around boats allowed to remain at their docks during construction. The Town has requested West to work around vessels rather than have them moved to open slips as the occupancy rate is much higher than what was expected due to increased slip rental and the return of seasonal vessels.

The contract allows for \$100.00 per day liquidated damages. Based on the proposed revision to the contract, the completion date will be reset to March 23, 2015, and no liquidated damages are anticipated at this time.

Recommended Motion: I move to approve a non-compensable contract time extension of 35 calendar days for the Lake Park Harbor Marina Seawall Remediation project. The revised contract completion date being March 23, 2015.



WEST CONSTRUCTION, INC.
318 S. Dixie Hwy. Suite 4 – 5
Lake Worth, FL 33460-4452
Phone (561) 588-2027
Fax (561) 582-9419

Michael Lilly, Project Manager
E-mail – MLILLY@WEST CONSTRUCTION.NET

February 5, 2015

Richard Pittman

Project Manager, Town of Lake Park
Public Works
650 Old Dixie Highway
Lake Park, FL 33403

Subject: Lake Park Marina Seawall Remediation - Time Extension

Mr. Pittman,

West Construction feels it is entitled to an extension of Contract Time due to several delays that were of no fault to West Construction most of which have been an act of God. Below is a list of incidents:

- Change of the amount of root barrier needed due to dimensional change (radius from 4' to 5') around the Royal Palm trees (1 day)
- Waiting on engineer review and response for different tasks including root issue and soil densities (4 days)
- Conduit corrections (kinked and exposed) that required a licensed electrician (1 day)
- Additional header curb between the Royal Palm trees and the asphalt roadway (3 days)
- Concrete sidewalk construction method of every other section in Phase 1 D (3 days)
- Rain days which have caused numerous issues from concrete problems to "no work" days (13 days)

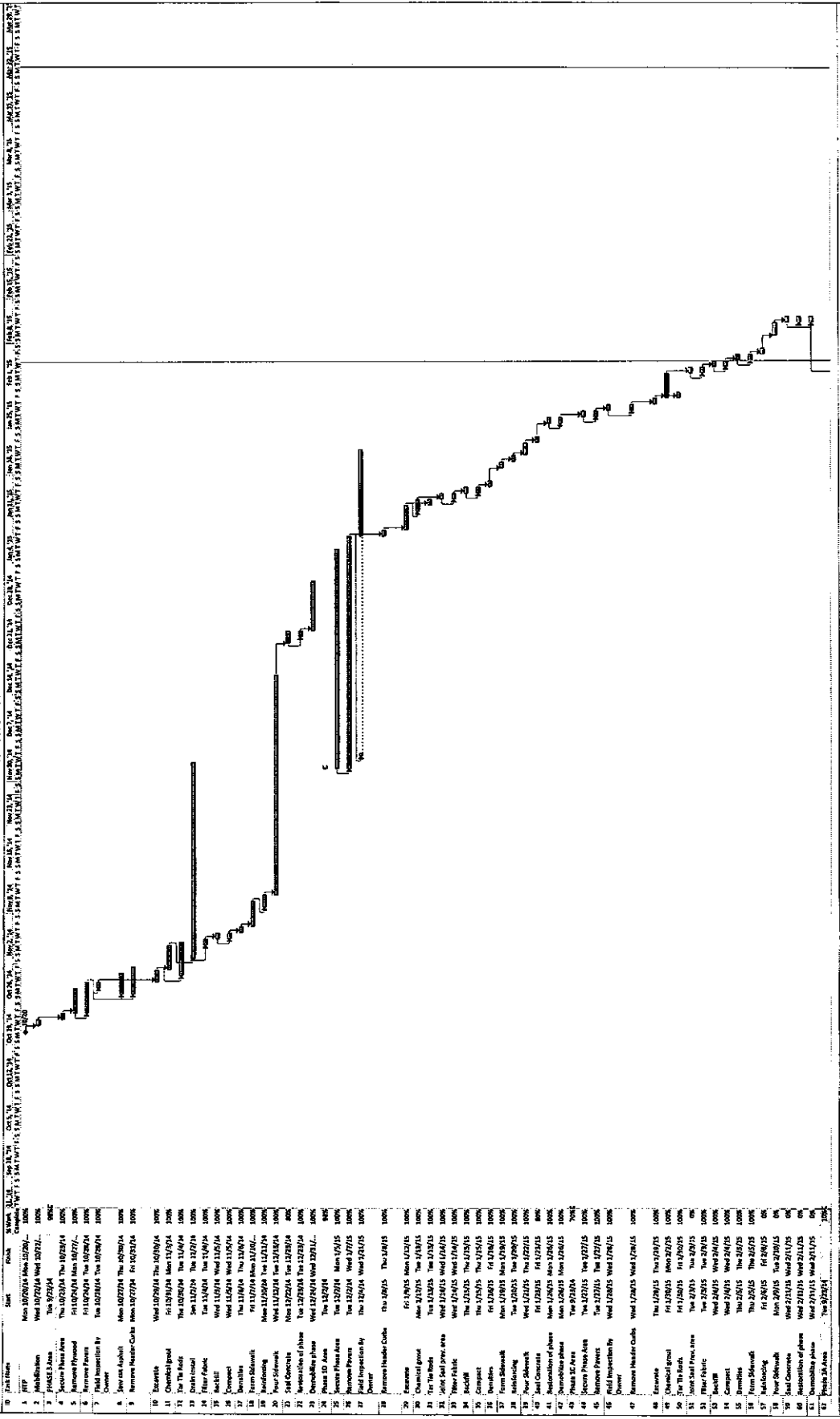
We are working diligently to finish the project as close to the originally scheduled date as possible. As noted above, there have been numerous delays that have impacted the project schedule as well as increased lead time and materials and has affected other tasks such as backfill, compaction, and of course labor. To date the impacts account for 25 (working) days. Because of this, we are requesting a new completion date of March 23, 2015. We understand that unforeseen issues arise from time to time and hope that you understand the same and the reasons for the requested time extension. West hereby requests a 35 calendar non-compensable time extension to the contract.

Respectfully,

A handwritten signature in blue ink that reads "Michael Lilly".

Michael Lilly

WEST CONSTRUCTION INC.



ID	Task Name	Start	Finish	Week	Days	ES	EF	LS	LF	Duration	Predecessors
1	Mobilization	10/01/75	10/01/75	10/01	Mon	10/01/75	10/01/75	10/01/75	10/01/75	1	
2	Phase 2 Area	10/02/75	10/02/75	10/02	Tue	10/02/75	10/02/75	10/02/75	10/02/75	1	
3	Excavation	10/03/75	10/03/75	10/03	Wed	10/03/75	10/03/75	10/03/75	10/03/75	1	
4	Foundation	10/04/75	10/04/75	10/04	Thu	10/04/75	10/04/75	10/04/75	10/04/75	1	
5	Formwork	10/05/75	10/05/75	10/05	Fri	10/05/75	10/05/75	10/05/75	10/05/75	1	
6	Reinforcement	10/06/75	10/06/75	10/06	Sat	10/06/75	10/06/75	10/06/75	10/06/75	1	
7	Formwork	10/07/75	10/07/75	10/07	Sun	10/07/75	10/07/75	10/07/75	10/07/75	1	
8	Formwork	10/08/75	10/08/75	10/08	Mon	10/08/75	10/08/75	10/08/75	10/08/75	1	
9	Formwork	10/09/75	10/09/75	10/09	Tue	10/09/75	10/09/75	10/09/75	10/09/75	1	
10	Formwork	10/10/75	10/10/75	10/10	Wed	10/10/75	10/10/75	10/10/75	10/10/75	1	
11	Formwork	10/11/75	10/11/75	10/11	Thu	10/11/75	10/11/75	10/11/75	10/11/75	1	
12	Formwork	10/12/75	10/12/75	10/12	Fri	10/12/75	10/12/75	10/12/75	10/12/75	1	
13	Formwork	10/13/75	10/13/75	10/13	Sat	10/13/75	10/13/75	10/13/75	10/13/75	1	
14	Formwork	10/14/75	10/14/75	10/14	Sun	10/14/75	10/14/75	10/14/75	10/14/75	1	
15	Formwork	10/15/75	10/15/75	10/15	Mon	10/15/75	10/15/75	10/15/75	10/15/75	1	
16	Formwork	10/16/75	10/16/75	10/16	Tue	10/16/75	10/16/75	10/16/75	10/16/75	1	
17	Formwork	10/17/75	10/17/75	10/17	Wed	10/17/75	10/17/75	10/17/75	10/17/75	1	
18	Formwork	10/18/75	10/18/75	10/18	Thu	10/18/75	10/18/75	10/18/75	10/18/75	1	
19	Formwork	10/19/75	10/19/75	10/19	Fri	10/19/75	10/19/75	10/19/75	10/19/75	1	
20	Formwork	10/20/75	10/20/75	10/20	Sat	10/20/75	10/20/75	10/20/75	10/20/75	1	
21	Formwork	10/21/75	10/21/75	10/21	Sun	10/21/75	10/21/75	10/21/75	10/21/75	1	
22	Formwork	10/22/75	10/22/75	10/22	Mon	10/22/75	10/22/75	10/22/75	10/22/75	1	
23	Formwork	10/23/75	10/23/75	10/23	Tue	10/23/75	10/23/75	10/23/75	10/23/75	1	
24	Formwork	10/24/75	10/24/75	10/24	Wed	10/24/75	10/24/75	10/24/75	10/24/75	1	
25	Formwork	10/25/75	10/25/75	10/25	Thu	10/25/75	10/25/75	10/25/75	10/25/75	1	
26	Formwork	10/26/75	10/26/75	10/26	Fri	10/26/75	10/26/75	10/26/75	10/26/75	1	
27	Formwork	10/27/75	10/27/75	10/27	Sat	10/27/75	10/27/75	10/27/75	10/27/75	1	
28	Formwork	10/28/75	10/28/75	10/28	Sun	10/28/75	10/28/75	10/28/75	10/28/75	1	
29	Formwork	10/29/75	10/29/75	10/29	Mon	10/29/75	10/29/75	10/29/75	10/29/75	1	
30	Formwork	10/30/75	10/30/75	10/30	Tue	10/30/75	10/30/75	10/30/75	10/30/75	1	
31	Formwork	10/31/75	10/31/75	10/31	Wed	10/31/75	10/31/75	10/31/75	10/31/75	1	
32	Formwork	11/01/75	11/01/75	11/01	Thu	11/01/75	11/01/75	11/01/75	11/01/75	1	
33	Formwork	11/02/75	11/02/75	11/02	Fri	11/02/75	11/02/75	11/02/75	11/02/75	1	
34	Formwork	11/03/75	11/03/75	11/03	Sat	11/03/75	11/03/75	11/03/75	11/03/75	1	
35	Formwork	11/04/75	11/04/75	11/04	Sun	11/04/75	11/04/75	11/04/75	11/04/75	1	
36	Formwork	11/05/75	11/05/75	11/05	Mon	11/05/75	11/05/75	11/05/75	11/05/75	1	
37	Formwork	11/06/75	11/06/75	11/06	Tue	11/06/75	11/06/75	11/06/75	11/06/75	1	
38	Formwork	11/07/75	11/07/75	11/07	Wed	11/07/75	11/07/75	11/07/75	11/07/75	1	
39	Formwork	11/08/75	11/08/75	11/08	Thu	11/08/75	11/08/75	11/08/75	11/08/75	1	
40	Formwork	11/09/75	11/09/75	11/09	Fri	11/09/75	11/09/75	11/09/75	11/09/75	1	
41	Formwork	11/10/75	11/10/75	11/10	Sat	11/10/75	11/10/75	11/10/75	11/10/75	1	
42	Formwork	11/11/75	11/11/75	11/11	Sun	11/11/75	11/11/75	11/11/75	11/11/75	1	
43	Formwork	11/12/75	11/12/75	11/12	Mon	11/12/75	11/12/75	11/12/75	11/12/75	1	
44	Formwork	11/13/75	11/13/75	11/13	Tue	11/13/75	11/13/75	11/13/75	11/13/75	1	
45	Formwork	11/14/75	11/14/75	11/14	Wed	11/14/75	11/14/75	11/14/75	11/14/75	1	
46	Formwork	11/15/75	11/15/75	11/15	Thu	11/15/75	11/15/75	11/15/75	11/15/75	1	
47	Formwork	11/16/75	11/16/75	11/16	Fri	11/16/75	11/16/75	11/16/75	11/16/75	1	
48	Formwork	11/17/75	11/17/75	11/17	Sat	11/17/75	11/17/75	11/17/75	11/17/75	1	
49	Formwork	11/18/75	11/18/75	11/18	Sun	11/18/75	11/18/75	11/18/75	11/18/75	1	
50	Formwork	11/19/75	11/19/75	11/19	Mon	11/19/75	11/19/75	11/19/75	11/19/75	1	
51	Formwork	11/20/75	11/20/75	11/20	Tue	11/20/75	11/20/75	11/20/75	11/20/75	1	
52	Formwork	11/21/75	11/21/75	11/21	Wed	11/21/75	11/21/75	11/21/75	11/21/75	1	
53	Formwork	11/22/75	11/22/75	11/22	Thu	11/22/75	11/22/75	11/22/75	11/22/75	1	
54	Formwork	11/23/75	11/23/75	11/23	Fri	11/23/75	11/23/75	11/23/75	11/23/75	1	
55	Formwork	11/24/75	11/24/75	11/24	Sat	11/24/75	11/24/75	11/24/75	11/24/75	1	
56	Formwork	11/25/75	11/25/75	11/25	Sun	11/25/75	11/25/75	11/25/75	11/25/75	1	
57	Formwork	11/26/75	11/26/75	11/26	Mon	11/26/75	11/26/75	11/26/75	11/26/75	1	
58	Formwork	11/27/75	11/27/75	11/27	Tue	11/27/75	11/27/75	11/27/75	11/27/75	1	
59	Formwork	11/28/75	11/28/75	11/28	Wed	11/28/75	11/28/75	11/28/75	11/28/75	1	
60	Formwork	11/29/75	11/29/75	11/29	Thu	11/29/75	11/29/75	11/29/75	11/29/75	1	
61	Formwork	11/30/75	11/30/75	11/30	Fri	11/30/75	11/30/75	11/30/75	11/30/75	1	
62	Formwork	12/01/75	12/01/75	12/01	Sat	12/01/75	12/01/75	12/01/75	12/01/75	1	
63	Formwork	12/02/75	12/02/75	12/02	Sun	12/02/75	12/02/75	12/02/75	12/02/75	1	
64	Formwork	12/03/75	12/03/75	12/03	Mon	12/03/75	12/03/75	12/03/75	12/03/75	1	
65	Formwork	12/04/75	12/04/75	12/04	Tue	12/04/75	12/04/75	12/04/75	12/04/75	1	
66	Formwork	12/05/75	12/05/75	12/05	Wed	12/05/75	12/05/75	12/05/75	12/05/75	1	
67	Formwork	12/06/75	12/06/75	12/06	Thu	12/06/75	12/06/75	12/06/75	12/06/75	1	
68	Formwork	12/07/75	12/07/75	12/07	Fri	12/07/75	12/07/75	12/07/75	12/07/75	1	
69	Formwork	12/08/75	12/08/75	12/08	Sat	12/08/75	12/08/75	12/08/75	12/08/75	1	
70	Formwork	12/09/75	12/09/75	12/09	Sun	12/09/75	12/09/75	12/09/75	12/09/75	1	
71	Formwork	12/10/75	12/10/75	12/10	Mon	12/10/75	12/10/75	12/10/75	12/10/75	1	
72	Formwork	12/11/75	12/11/75	12/11	Tue	12/11/75	12/11/75	12/11/75	12/11/75	1	
73	Formwork	12/12/75	12/12/75	12/12	Wed	12/12/75	12/12/75	12/12/75	12/12/75	1	
74	Formwork	12/13/75	12/13/75	12/13	Thu	12/13/75	12/13/75	12/13/75	12/13/75	1	
75	Formwork	12/14/75	12/14/75	12/14	Fri	12/14/75	12/14/75	12/14/75	12/14/75	1	
76	Formwork	12/15/75	12/15/75	12/15	Sat	12/15/75	12/15/75	12/15/75	12/15/75	1	
77	Formwork	12/16/75	12/16/75	12/16	Sun	12/16/75	12/16/75	12/16/75	12/16/75	1	
78	Formwork	12/17/75	12/17/75	12/17	Mon	12/17/75	12/17/75	12/17/75	12/17/75	1	
79	Formwork	12/18/75	12/18/75	12/18	Tue	12/18/75	12/18/75	12/18/75	12/18/75	1	
80	Formwork	12/19/75	12/19/75	12/19	Wed	12/19/75	12/19/75	12/19/75	12/19/75	1	
81	Formwork	12/20/75	12/20/75	12/20	Thu	12/20/75	12/20/75	12/20/75	12/20/75	1	
82	Formwork	12/21/75	12/21/75	12/21	Fri	12/21/75	12/21/75	12/21/75	12/21/75	1	
83	Formwork	12/22/75	12/22/75	12/22	Sat	12/22/75	12/22/75	12/22/75	12/22/75	1	
84	Formwork	12/23/75	12/23/75	12/23	Sun	12/23/75	12/23/75	12/23/75	12/23/75	1	
85	Formwork	12/24/75	12/24/75	12/24	Mon	12/24/75	12/24/75	12/24/75	12/24/75	1	
86	Formwork	12/25/75	12/25/75	12/25	Tue	12/25/75	12/25/75	12/25/75	12/25/75	1	
87	Formwork	12/26/75	12/26/75	12/26	Wed	12/26/75	12/26/75	12/26/75	12/26/75	1	
88	Formwork	12/27/75	12/27/75	12/27	Thu	12/27/75	12/27/75	12/27/75	12/27/75	1	
89	Formwork	12/28/75									

Exhibit "F"

Town of Lake Park Summer Camp



Swimming Lessons!



Fishing Day!



Friends!



Director Miss Kathleen



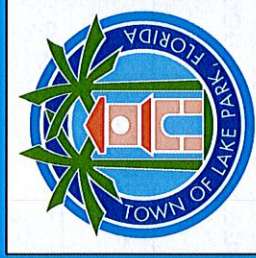
Wonderful Counselors!



Having Fun!

LAKE PARK SUMMER CAMP

Sponsorship



Town of Lake Park
Parks & Recreation Department
561-881-3338* 561-881-3314 Fax
www.lakeparkflorida.gov



TOWN OF LAKE PARK
535 Park Avenue
Lake Park, FL 33403
516-881-3300
www.lakeparkflorida.gov



2015 Lake Park Summer Camp Sponsorship Program

Name _____

Company Name _____

Street Address _____

City _____ State _____ Zip Code _____

Phone (include area code) _____

Fax _____ Email _____

\$565 complete sponsorship of one child for
the entire summer

\$1,000 \$500 \$250 \$200

\$150 \$100 \$50 \$25

Your name/company name will be advertised as a sponsor
of the Lake Park Summer Camp on the Town of Lake
Park's website as well as Cable Channel 18.

Please make your check payable to:

Town of Lake Park

535 Park Avenue

Lake Park, FL 33403

Attention: Finance Director

Thank you for considering being a sponsor of the Lake Park Summer Camp Program. You may elect to sponsor a child for the entire summer at a cost of \$565.00.

The Lake Park Summer Camp Program runs for ten weeks every summer and provides families with a fun, educationally enhanced experience ~ all at an affordable price. At the Lake Park Summer Camp, we also focus on the individuality of each camper and strive to make each one feel important and special.

A quick look at just a few of the daily activities would include ~

Lion Country Safari

Learning about and planting a garden.

*Juno Beach Marine Life Sanctuary
Water Parks*

Talent show written and performed by campers.

Speakers from Animal Care & Control,

Blind Services, and Lake Park Fire Station

Library Time

Arts and Crafts

Cooking Lessons

Your sponsorship towards our camp will go towards a less fortunate child who may not otherwise be able to attend.

*Again, thank you for considering being a sponsor of
Town of Lake Park Summer Camp.*



AGENDA

Lake Park Town Commission
Town of Lake Park, Florida
Regular Commission Meeting
Wednesday, February 18, 2015, 6:30 p.m.
Lake Park Town Hall
535 Park Avenue

James DuBois	—	Mayor
Kimberly Glas-Castro	—	Vice-Mayor
Erin T. Flaherty	—	Commissioner
Michael O'Rourke	—	Commissioner
Kathleen Rapoza	—	Commissioner
.....		
Bambi McKibbon-Turner	—	Interim Town Manager
Thomas J. Baird, Esq.	—	Town Attorney
Vivian Mendez, CMC	—	Town Clerk

PLEASE TAKE NOTICE AND BE ADVISED, that if any interested person desires to appeal any decision of the Town Commission, with respect to any matter considered at this meeting, such interested person will need a record of the proceedings, and for such purpose, may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. *Persons with disabilities requiring accommodations in order to participate in the meeting should contact the Town Clerk's office by calling 881-3311 at least 48 hours in advance to request accommodations.*

A. **CALL TO ORDER/ROLL CALL**

B. **PLEDGE OF ALLEGIANCE**

C. **SPECIAL PRESENTATIONS/REPORTS**

None

D. **PUBLIC COMMENT:**

This time is provided for addressing items that do not appear on the Agenda. Please complete a comment card and provide it to the Town Clerk so speakers may be announced. Please remember comments are limited to a TOTAL of three minutes.

E. **CONSENT AGENDA:** All matters listed under this item are considered routine and action will be taken by one motion. There will be no separate discussion of these items unless a Commissioner or person so requests, in which event the item will be removed from the general order of business and considered in its normal sequence on the Agenda. Any person wishing to speak on an Agenda item is asked

to complete a public comment card located on either side of the Chambers and given to the Town Clerk. Cards must be submitted before the item is discussed.

1. Regular Commission Meeting Minutes of February 4, 2015 Tab 1
2. Resolution No. 06-02-15 to Increase the Employee Pay Ranges in the Town of Lake Park Position Titles, Job Codes and Pay Plan Tab 2
- F. PUBLIC HEARING(S) - ORDINANCE ON FIRST READING:
None
- G. PUBLIC HEARING(S) – ORDINANCE ON SECOND READING:
None
- H. NEW BUSINESS:
 3. Selection of the Finalists for the Position of Town Manager Tab 3
 4. Selecting a Date for the Volunteer Recognition Reception Tab 4
 5. Approval of the Addendum for the Additional Extension of the Security Services Agreement with U.S. Security Associates, Inc. for Security Services at the Lake Park Harbor Marina. Tab 5
 6. Approve Contract Time Extension for Lake Park Harbor Marina Seawall Remediation Project No. 103-2014. Tab 6
- I. TOWN ATTORNEY, TOWN MANAGER, COMMISSIONER COMMENTS:
- J. ADJOURNMENT

Next Scheduled Regular Commission Meeting will be held on Wednesday, March 4, 2015